

New York City Council Committee on Contracts
Proposed Reduction of Apprenticeship Program Directive Requirements
Testimony on Intro 674

Good afternoon Chair Kallos and members of the Contracts Committee. My name is Ryan Murray and I serve as the First Deputy Director of the Mayor's Office of Contract Services (MOCS). Thank you for inviting the administration to begin conversations about the apprenticeship program directive requirements.

The Apprenticeship Program Directive has existed, in various forms, since 2006. The Director of the Mayor's Office of Contract Services, who is the City's Chief Procurement Officer, may issue various guidelines and procedures to ensure that procurement is conducted in the best interests of the City of New York. These guidelines are often developed in partnership with various policy leaders, and this was the case with the Apprenticeship Directive, which was developed in collaboration with the then-Deputy Mayor for Economic Development, as a result of recommendations from the 2005 Commission on Construction Opportunity. The City determined that it was best served by doing business with companies that share our commitment to delivering robust training programs and good paying jobs for workers.

Apprentices are workers who formally build knowledge and skills through classroom and on-the-job training, and are registered with the New York State Department of Labor (NYS DOL). Apprenticeship programs can be sponsored by employers, jointly by employers and unions, or by groups of employers. Each program must also be registered with the NYS DOL. Programs vary depending on the trade but can last for several years. The Directive applies to prime construction contracts and maintenance service contracts that use apprenticeable

construction-related trade classifications that are valued at \$3M or more and subcontracts on such prime contracts valued at \$2M or more. It requires that the contractors have, prior to entering into such contract or subcontract, apprenticeship agreements appropriate for the type and scope of work to be performed and those apprenticeship programs must be registered with NYS DOL.

Most recently, the Directive was issued in 2015. This coincided with a set of newly executed Project Labor Agreements (PLAs) that were negotiated between the City and the Building and Construction Trades Council (BCTC). In FY18, \$2.3 billion of \$3.3 billion in newly registered construction contracts were subject to the Directive. The Directive requires that City agencies include in the solicitation documents of the applicable procurements a requirement that the awarded contractor has the appropriate apprenticeship agreements. Prior to award, agencies must ensure that the contractors have those apprenticeship programs in place for the type and scope of work to be performed under the contract.

For example, if the contract is for plumbing work, the contractor must have a plumbing apprenticeship program that is approved by NYS DOL and has passed the state's probationary period. As I previously mentioned, contractors can meet this requirement by demonstrating they have a program that is either directly sponsored by the employer, jointly sponsored by employers and unions, or sponsored by groups of employers. Similarly, when those prime contractors submit names of subcontractors to the agency for approval, the subcontractors must also have the appropriate apprenticeship programs if the subcontracts are valued at \$2M or more.

Intro 674 requires MOCS to reduce the threshold value for contracts covered by the Directive. We would like to learn more about the intended outcomes of the proposal and further explore impacts to small businesses and Minority- and Women-owned Business Enterprises (MWBEs) as we would not want to introduce any new barriers to entry for potential contractors. We all share the commitment to creating good paying jobs for workers and establishing career pathways in the construction industry. Apprenticeships help to create structured opportunities for workers and expanding slots is important to creating more opportunities for New Yorkers who can then become skilled in their crafts and potentially start their own businesses. We look forward to continuing conversations with labor and industry leaders and advocates for MWBEs, so we can adopt the best approach to strengthening career pathways and building strong businesses that can serve our communities.

Again, thank you for the opportunity to share our initial thoughts on the directive. I am joined by Douglas Lipari, Associate Director and Counsel, who can help us respond to any questions you may have, and Amy Peterson, Director of the Mayor's Office of Workforce Development, who will provide additional background information on apprenticeships and this administration's overall workforce development efforts.

New York City Council Committee on Contracts
Local Law in Relation to Reducing Apprenticeship Program Directive Requirements
Testimony on Intro 0674-2018

Good Afternoon Chairperson Kallos and members of the Committee on Contracts. I am Amy Peterson, Director of the Mayor's Office of Workforce Development. The Mayor's Office of Workforce Development is driving an equity agenda for the future of work in New York City by working across City agencies and in partnership with the workforce development community to expand access to good jobs for all New Yorkers. We are committed to creating careers in construction for New Yorker's through apprenticeship opportunities.

Construction Apprenticeship Commitment

The City recognizes the benefits of apprenticeship in providing a path into a career in the construction industry. The City works closely with the Building and Construction Trades unions to support this pathway through funding and recruitment for specific pre-apprenticeship training programs. Apprentices receive three to five years of paid classroom and hands-on training that leads to them being a skilled tradesperson in a career with benefits and upward mobility. The City invests in pre-apprenticeship training programs that have "direct-entry" opportunities for graduates with the building and construction trade unions. As outlined in the Career Pathways report, "The City itself is the largest purchaser of construction services across the five boroughs... A unique opportunity exists to leverage the billions of dollars budgeted for these projects to create new employment and advancement paths for jobseekers and low wage workers.' To this end, we are working to create construction career opportunities for New York City residents interested in benefiting from the City's construction investment and beyond.

City Investment in Pre-apprenticeship Training

Beginning in 2014, the Housing Recovery Office (HRO) focused on ensuring Sandy-impacted residents participated in the City's recovery and rebuilding efforts. Working in partnership with the Alliance for a Just Rebuilding, elected officials, Faith in New York, ALIGN, and other partners, the City established a model for integrating hiring of local residents and training local residents for construction careers. In partnership with the Department of Small Business Services (SBS), the City launched Sandy Recovery Workforce¹ linking Sandy impacted residents to Build

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It Back job openings and the wider Workforce1 system including pre-apprenticeship training programs. As a result, over 150 Sandy residents joined NYC's construction unions.

NYCHA's Recovery and Resilience Department invested \$1.4M in pre-apprenticeship training.

SBS continues to fund pre-apprenticeship programs including: the Edward J. Malloy Initiative for Construction Skills, Nontraditional Employment for Women (NEW), NYC District Council of Carpenters BuildingWorks, Pathways to Apprenticeship, and NYC Helmets to Hardhats, an organization that focuses on military veterans. As a result of this investment, to date almost 300 New York City residents have been connected to a career in the unionized construction industry.

A union apprenticeship is not a job – it is a career, by investing in pre-apprenticeship training and utilizing apprentices on our contracts we are creating a ladder for low-income New Yorker's into the middle class. Union membership offers middle class wages and benefits, a pension, annuity, and equal pay for all workers. Most importantly, a union apprenticeship allows low-income New Yorkers to earn a living while becoming an expert in one of the skilled trades through paid on-the-job and classroom training.

One such example is Far Rockaway resident, Jamel Dickerson. When the Hurricane hit he knew he wanted to be a part of the recovery effort. He learned about Sandy Recovery Workforce1 at a PTA meeting and entered the Edward J. Malloy Initiative for Construction Skills training program. After working to rebuild homes in his Far Rockaway community, he is now, as a 3rd year carpenter apprentice, working at Harlem Hospital.

FOR THE RECORD



**NEW YORK CITY
CENTRAL LABOR COUNCIL, AFL-CIO**

President
VINCENT
ALVAREZ

Secretary-
Treasurer
JANELLA
T.HINDS

**Testimony of New York City Central Labor Council, AFL-CIO
Committee on Contracts
September 23, 2019**

Representing 1.3 million workers across 300 affiliated unions, the New York City Central Labor Council, AFL-CIO, advocates to lift the wages and benefits of all working people in the five boroughs. Introduction No. 674-2018 effectively increases the amount of training received by all workers on New York City construction jobs and lifts the floor on safety and compensation. This legislation is an opportunity for City government to improve standards for working people doing difficult, highly skilled, inelastic jobs; chances are few and far between for a legislative body to have as direct an impact in creating high-road work as when amending value thresholds to induce and incentivize high-road practices.

Reducing the threshold value for individual construction projects will provide opportunities for more training, career advancement, and well-paying jobs. An apprentice works under close supervision to learn a trade, which provides a lifetime skill beyond a simple OSHA 10 or 30 qualification; this also allows for a craft to be nurtured and brought to future job sites, and for a career of employment opportunities. The graduated pay scale of unionized apprentices will also guarantee a salary commensurate with the skills achieved. Most importantly, those New Yorkers who earn high-demand skills through an apprenticeship have a pathway to the middle class and regular skill upgrades through training.

As more New Yorkers have entered apprenticeships through local hire and pre-apprenticeship programs, job sites have come to reflect the diversity of the neighborhoods across New York City. Today, 61.8% of all New York City apprentices are minorities, and the presence of unions and collective bargaining in the construction industry boost the earnings of the City's black community by 83%, or \$152 million per year¹. Fundamentally, a reduction in the threshold of individual construction contracts will improve access and create pathways for New Yorkers to earn more².

Creating opportunities for workers to gain skills and opportunities for growth should be a principle role of government. By inducing the creation of well-paying, safe jobs in the construction industry, Int. No. 674-2018 will positively impact the standards of work and living across the industry.

¹ Mishel, Larry. "The Increased Diversity of New York City Union Construction Employment." Economic Policy Institute. January 19, 2017. <https://www.epi.org/blog/the-increased-diversity-of-new-york-city-union-construction-employment/>.

² Savitch-Lew, Abigail. "City Must Tackle Barriers to Career-Track Jobs in Construction, Advocates Say." *City Limits*. April 17, 2018. <https://citylimits.org/2018/04/17/city-must-tackle-barriers-to-career-track-jobs-in-construction-advocates-say/>.



Testimony for Intro 674

Nontraditional Employment for Women (NEW)

Carolyn Kossow, Communications and Development Associate

September 23rd, 2019

Good afternoon, my name is Carolyn Kossow, I am the Communications and Development Associate at Nontraditional Employment for Women.

Thank you for the opportunity to testify on behalf of Nontraditional Employment for Women.

Nontraditional Employment for Women (NEW) strongly supports Intro 674, which promises to create more opportunities for women to enter skilled trade careers. Apprenticeship, as our NEW graduate community of more than 3,000 will tell you, is the gold standard in construction employment - and the City of New York can deeply encourage it through this legislation. We applaud LiUNA, Councilmember Kallos, and their partners for leading this important effort to open doors for more New Yorkers.

More apprenticeship opportunities means the inclusion of more women and more people of color in the most robust and supportive career path in the industry. The City can make its own purchasing power an engine for creating more apprenticeship opportunities, and fill the real industry need for skilled workers.

Now, there are dozens of challenges still facing women in construction, as you can easily imagine. That's why we do what we do. Women are often the last hired and the first fired, have trouble obtaining bathroom access and proper safety gear and, of course, face a culture that can be exclusionary based on antiquated gender bias.

However, we know that we overcome those issues by bringing more women, especially women of color, into these great career paths. Representation means a fairer shot and fairer treatment. Jobsites now aren't what I would call amazing for women, but they have improved over the years, because of more women pushing their way into the industry. That's not something for us to rest on, that's evidence for us to keep pushing for more women to enter the trades, and to keep shifting the culture and dialogues happening in construction, for the sake of equity. More women in apprenticeship, and more women completing apprenticeship, will directly bring about that future.

We hope you will enact Intro 674. Let's open doors to careers for those New Yorkers who otherwise would not have the chance. Thank you.



**Testimony of Felice Farber, Senior Director, Policy and External Affairs
The General Contractors Association of New York, Inc.
Committee on Contracts**

**September 23, 2019
1:00 pm**

Thank you Chairman Kallos, Council Member Ulrich and members of the Committee on Contracts, for the opportunity to testify today in support of on Intro 674, a proposal to reduce the contract dollar threshold at which participation in a Department of Labor approved apprenticeship program is required. I am Felice Farber, Senior Director, Policy and External Affairs for the General Contractors Association of New York. The GCA represents the heavy civil construction industry in New York City whose members construct New York's roads, bridges, transit, water and wastewater systems, parks, schools and building foundations. GCA members are a diverse group, ranging from the largest national and international contractors to small family-owned businesses and minority and women owned firms.

The City Council has made worker training and safety a priority, passing a number of bills that require extensive safety training, including Local Law 196. Intro 674 is another step in the right direction towards protecting workers. Through apprenticeship programs workers learn a skilled trade, preparing them for careers in the construction industry. Through a combination of classroom instruction and on-the-job training, workers who participate in an apprenticeship program are better prepared for the workforce and are more successful in their careers.

Reducing the contract threshold at which participation in apprenticeship programs are required from \$3 million to \$1 million will align projects covered by a project labor agreement (PLA) with other work bid by the City, ensuring that *all* workers on *all* projects valued at \$1 million or more are properly trained and ready to work. Failure to do otherwise creates a two-tier system:

building projects valued at \$1 million or more are subject to a PLA and therefore have apprenticeship programs, while all other types of projects which are not subject to a PLA, do not have apprenticeship requirements until the contract value reaches \$3 million.

Workers that participate in apprenticeship programs are shown to be significantly safer and less likely to be involved in incidents or accidents. Apprentices receive basic safety and hazard awareness training, as well as extensive training required by Local Law 196, and trade specific expertise that may include special certifications and licenses. Due to the apprenticeship programs emphasis on safety, workers who participate in apprenticeship programs are well-prepared to work safely and to recognize safe working conditions.

Moreover, participation in apprenticeship programs benefit all businesses, including minority and women owned companies, ensuring a level playing field for MWBEs and making the firms more competitive by ensuring they have a steady pool of skilled workers. Apprenticeship programs also open up more opportunities for apprentices to work and learn a skilled trade.

Intro 674 is good for both businesses and workers. The GCA supports the bill and we encourage the Council to pass it.



TESTIMONY

Testimony presented to the New York City Council Committee on Contracts, Honorable Ben Kallos, Chair.

By Manuel Castro, executive director of New Immigrant Community Empowerment (NICE).

September 23, 2019.

Good afternoon Chair Kallos, and members of the Committee on Contracts. My name is Manuel Castro and I am the executive director of New Immigrant Community Empowerment (NICE). We are a Queens-based nonprofit community organization celebrating our 20th anniversary this year. Thank you for the opportunity to testify today. I am here on behalf of our nearly 5,000 members, predominantly day laborers and immigrant construction workers living in the city.

We would like to express our support for New York City Council's **Intro 674**, which aims to lower the city's apprenticeship mandate that triggers apprenticeship requirements on city contracts. This bill would ensure more quality training for workers, as more contractors would need to maintain apprenticeship agreements with programs registered with, and approved by, the New York State Department of Labor (NYSDOL).

Lowering the apprenticeship threshold would increase the level and amount of training received by all workers - which would open further opportunities for communities, like ours, who have been historically excluded from transformative trades careers. We believe, an apprenticeship program is one of the most effective pathways for the most vulnerable New Yorkers to build a career and at the same time support themselves and their families now and well into the future.

Moreover, stronger apprenticeship requirements also improve the safety of all workers by reducing the number of bad-actor contractors, unwilling to invest in their workers' safety and wellbeing. According to industry statistics, companies that do not have apprenticeship programs tend to have a greater default rate as well as a higher rate of disqualification and debarment.

For these reasons, we urge you to pass Intro 674, which will support the career development of so many more New Yorkers, but in particular, those workers who have not historically had the advantage of an apprenticeship as a platform from which to launch and develop their careers.

Thank you for the opportunity to testify here today. I would be happy to answer any questions.



Pathways To Apprenticeship

Building Careers & Community to Last a Lifetime

Staff

Melissa Shetler
Executive Director

Alvin Banks
Program Director

Board of Directors

Mike Hellstrom President
LIUNA, Local 108

Kofi Boateng, Vice-President
West Harlem Development Corp.

Afua Atta-Mensah
Community Voices Heard

Monique George
Picture the Homeless

Sanja Jones
Osborne Association

Davon Lomax
*District Council 9
Painter and Allied Trades*

Larry Rothchild
St. Nick's Alliance

Barrie Smith
LIUNA, Local 79

Andre Ward
Fortune Society

Lavon Chambers
LIUNA, GNYLECET

Good Afternoon,

Thank you for taking the time to hear my testimony. My name is Melissa Shetler, and I am the Executive Director of Pathways to Apprenticeship. We are a pre-apprenticeship program that provides training and placement in union construction apprenticeship programs. We recruit for our classes through a number of partnerships, for example with the New York City Housing Authority (NYCHA) to provide career pathways to public housing residents. Additionally, nearly half of our participants come from the re-entry community, and we work with our partners at the Osborne Association, Get Out Stay Out, Federal Parole, the Fortune Society and more to connect those coming home from incarceration with union construction career opportunities. Parolees are a vulnerable population, easily exploited by unscrupulous contractors due to overly burdensome release rules, they often don't have a voice in the workplace, and we see apprenticeship and representation as keys element in protecting their rights, in increasing their safety on the job, and in reducing recidivism. Whether working in Coney Island or Far Rockaway, West Harlem or Red Hook, we see the need and the desire from our communities for real middle-class opportunities. Intro 674 will expand such opportunities for those New Yorkers who need it most. And apprenticeship means safety. Apprentices are given thousands of hours of on the job and in classroom training. Safety is key. And it's not enough to say you have required someone to take the OSHA 30 and fall protection, it means giving them a voice on the job, and the ability to go to their shop steward or their foreman when they see something dangerous without fear of being fired. Apprenticeship means representation. Apprenticeship means women have the opportunity to do the same job for the same pay. Lowering the MOCS threshold from 3 Million to 1 million, will increase opportunities, and open up more placement slots for more graduates of programs like Pathways to Apprenticeship, Non-Traditional Employment for Women, and others. Duane Banks is a graduate of our program who spent half of his life behind bars. Since graduating he has gone on to graduate his apprenticeship – become a full

journeyman, and is now a shop steward in the field – representing and protecting his brothers and sisters on the job. His success lifts up his family, and his community. He teaches our pre-apprenticeship classes when he can, he attends information sessions to help others navigate his path, and as a model of what is possible. He wanted to be here with us today, but he had to work, and that is exactly the kind of problem I like to have – it means we've succeeded. Let's make sure our public dollars are leveraged to do the most public good. Let's pass intro 674 and show that the city is truly invested in the safety and long-term career health of all New Yorkers.

Good Afternoon. Thank you Chair Kallos and all Councilmembers present. My name is Lowell Barton and I am the Vice President and Organizing Director for Laborers Local 1010, a local union representing over 1,800 members. I am here to express our staunch support of Intro 674, legislation reducing the apprenticeship directive required by the Mayor's Office of Contracts from \$3 million to \$1million.

I want to thank Chair Kallos and the Contracts Committee for hosting this important hearing. At local 1010 we feel this legislation will benefit workers, contractors and taxpayers. Requiring certified apprenticeship programs ensures workers receive the necessary training to keep themselves, their coworkers and the general public safe. Construction is an inherently dangerous occupation, making it imperative to receive the proper training.

Additionally, we feel this legislation will benefit small contractors by leveling the playing field and eliminating bad actors from the bidding process. Contractors that participate in certified apprenticeship programs oftentimes have lower instances of default, disqualification and/or debarment. Local 1010 works with a number of smaller contractors, including MWBEs. There are over 50 signatory MWBEs to Local 1010. These contractors participate in our apprenticeship programs, and a number of them have provided memos of support for Intro 674. These contractors include Gateway Demo/CivilCorp., HHJR Construction LTD., Padilla Construction Services , VIF Corp, Prestige Pavers of NYC Inc, .Prima Paving Corp .Nehal Contracting Inc. and Deborah Bradley Construction & Management Svcs Inc. to name a few. These MWBEs also benefit from having a trained and skilled workforce. Efficiency is increased, reducing the duration of the project and reducing project costs.

In addition to benefiting contractors, Intro 674 will also assist in creating a pipeline for more New York City residents to access careers in the construction industry. By reducing the threshold to \$1million, more workers will have access to apprenticeship training, allowing them to gain the necessary skill set to have a lifelong career as a tradesperson. The Building Trades works with a number of pre-apprenticeship programs that will be able to place more of their members in apprenticeship programs. Nontraditional Employment for Women is in strong support of this legislation, recognizing the benefit this legislation will have for bolstering the number of women in the trades.

For these reasons, I urge the Council to swiftly pass Intro 674. Thank you for your time.

FOR THE RECORD

Testimony Tafadar Surov

Committee Contracts

Topic Intro 674

Date Monday, September 23, 2019

Good afternoon, my name is Tafadar Sourov and I'm an apprentice with Laborers Local 79. I want to start by thanking the New York City Council Committee on Contracts, Council Member Kallos and the bill's sponsor, Council Member Ulrich, for today's hearing on Intro 674, legislation that will increase opportunities in construction by lowering the financial threshold that triggers apprenticeship training requirements on city contracts.

As a third-year apprentice with Laborers Local 79, I know the difference an opportunity like this can mean for a person. It isn't simply about getting a job or making money, my apprenticeship is so much more than that. I've seen growth within myself that only comes from knowing I'm on a path to not only supporting myself, but building a lifelong career in construction with the support of my brothers and sisters in labor. A career that will allow me to support myself with dignity and also perform my job safely in one of the most dangerous industries in the modern economy.

Decreasing the financial threshold from \$3 million to \$1 million to trigger apprenticeship training on city contracts will expand opportunities for New York City residents, providing more people with the lifechanging experience I've had. Giving people the ability to learn their trade while being paid is something every construction worker should have access to and I commend the City for recognizing the impact this training can have and working to promote their use on city contracts. Together, with common sense policies like this, we can make sure every worker is safe on the job and able to support themselves and their families with more than just a minimum wage.

Thank you again for the opportunity to testify today and I urge the New York City Council to pass Intro 674.



FOR THE RECORD

MEMORANDUM OF SUPPORT: Intro 674-2018 *Re: Apprenticeship Program Directive Requirements*

Make the Road New York (MRNY) writes in support of New York City Council **Intro. No. 674-2018, A Local Law in relation to reducing apprenticeship program directive requirements**, which aims to reduce the threshold value for individual construction contracts and construction-related maintenance contracts covered under the apprenticeship program directive from three million dollars to one million dollars.

MRNY is a non-profit community-based membership organization with over 23,000 low-income members throughout New York. MRNY's Workplace Justice team helps thousands of immigrant workers each year to enforce their workplace rights and to address the root causes of labor exploitation. We regularly represent and work with construction workers who have been subjected to dangerous working conditions on sites rife with health and safety violations throughout New York City.

Intro. No. 674-2018 would lower the threshold for individual construction contracts under the apprenticeship directive from \$3,000,000 to \$1,000,000 and effectively increase the level and amount of training received by all workers who work on New York City construction projects. This would provide increased opportunities for workers who have traditionally not had access to these programs or to learn a skilled trade through formalized training or the increased earning power and economic benefits that they can provide. Furthermore, increasing access to training for more workers on City construction projects would go far to promote health and safety standards on difficult jobs in a high-risk industry.

We support **Introduction 674-2018** and urge the City Council to lower the apprenticeship threshold for New York City projects, which will support the career development of New Yorkers who have not historically had the advantage of an apprenticeship programs.

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September 23, 2019

FOR THE RECORD

Council Member Ben Kallos
Chair, Committee on Contracts
250 Broadway, Suite 1807
New York, NY 10007

unicorn
Civil Constructors
& Engineers

Re: NYC Council Hearing 674 and Apprenticeship Program

Dear Council Member Kallos and Members of the Committee on Contracts:

Unicorn is in favor and supports the legislation for lowering the threshold value for individual construction contracts and construction-related maintenance contracts covered under the apprenticeship program directive from \$3,000,000 to \$1,000,000.

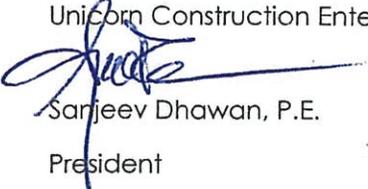
Unicorn Construction Enterprises, Inc. is a Union contractor actively involved with many New York City projects with state and city agencies. We are an MBE and DBE certified company that often bids on smaller projects in the \$1,000,000 size category. This legislation would be a great benefit for all firms looking to perform work on projects of this size category.

Unicorn can attest that based upon our past experience and history, apprenticeship programs have allowed us to have access to safety trained and skilled, eager craft trade employees looking to advance a career in the construction industry. These types of workers are not easy to find and hire, especially for small firms. In addition, apprenticeship programs are important to Unicorn as a small company as it is not always easy for us to implement and administer all necessary training within our company. There is no doubt that apprenticeship programs have historically helped us obtain properly qualified labor force to staff our projects.

The main point we wish to convey is that apprenticeship programs can benefit small firms and from our experience should not be a detriment in any way to small firms such as MBE / WBE companies looking to do business with city agencies.

Regards,

Unicorn Construction Enterprises, Inc.


Sanjeev Dhawan, P.E.

President



FOR THE RECORD

Int. No. 674

Be it enacted by the Council as follows:

Section 1. By March 1, 2019, the mayor's office of contract services, in consultation with any other relevant agencies or offices, shall reduce the threshold value for individual construction contracts and construction-related maintenance contracts covered by the apprenticeship program directive issued by the mayor's office of contract services on May 21, 2015 to \$1,000,000, pursuant to approval by the New York State department of labor.

§ 2. This local law takes effect immediately.

ARP, LS # 4739, 2/22/18

In response to this proposed legislation the 400 Foundation, in opposition to its passing, testifies as follows:

- a. Impact Analysis/Study
 - i. Any law that is enacted which impacts marginalized communities should be accompanied by a disparity study or impact analysis to ensure that communities that are already negatively impacted by present inequitable systems, do not become increasingly victimized by their own government. There has been no published impact analysis or study concerning Int. 674 and the ramifications of changing the threshold from 3 million dollars to 1 million dollars, as a threshold for mandating apprentice programming.
- b. Workers
 - i. Open shop workers will be negatively impacted by the enactment of this bill. Workers pay will decrease as a result of business owners redirecting funds to provide an apprentice program. At the 1 million dollar mark, most jobs would be too small to maintain a regular skilled working staff, supplies, administration, and an apprentice program and still pay competitive salaries. It would be antithetical to the cause of workers rights and job creation to hurt the present work force in order to train the future workforce.
- c. MWBE/Small Business
 - i. MWBEs and Small businesses will be negatively impacted by the enactment of this bill. At the 1 million dollar mark, a small firm will have difficulty maintaining regular estimating and bidding, maintain a regular skilled working staff, purchase supplies, administrate, and provide an apprentice program, while still paying a competitive salary and maintaining an over head that provides for the continued life of the business.
 - ii. MWBEs and Small Business, in order to compete and maintain their businesses, would have to increase their bids, which would inevitably result in a reduction in successful procurements, and in some case, the dissolution of their business.

A Proper Analysis/Study to ascertain the impact on MWBEs, marginalized communities, and workers is necessary before this bill is brought before the body of the Council for a vote.

WeAre400.Com



**TESTIMONY OF THE NEW YORK ELECTRICAL CONTRACTORS ASSOCIATION
BEFORE
THE NEW YORK CITY COUNCIL COMMITTEE ON CONTRACTS
IN SUPPORT OF INT 0674-2018
SEPTEMBER 23, 2019
250 BROADWAY, NEW YORK CITY
COMMITTEE ROOM, 14th FLOOR**

Chairman Kallos, Councilman Ulrich, and honorable members of the Committee on Contracts, good afternoon. I am Peter Rescigno, Assistant Executive Secretary and Director of Government Affairs for the New York Electrical Contractors Association (NYECA), New York's City's leading trade association of unionized electrical contractors. Thank you for the opportunity to testify today in support of Int. 674, a Local Law in relation to reducing apprenticeship program directive threshold requirements, which will allow more people to participate in this worthy program. Again, on behalf of NYECA, we support this bill.

This legislation would require the Mayor's Office of Contract Services ("MOCS") to reduce the threshold value for individual construction contracts and construction-related maintenance contracts covered under the City's apprenticeship program directive from \$3,000,000 to \$1,000,000. NYECA strongly supports quality apprenticeship programs as a pathway for young and working-class people to enter the construction trades and receive excellent training. In fact,

NYECA, working in partnership with IBEW Local 3, is committed to provide such high-quality apprenticeship training to those individuals who wish to become licensed electricians in New York City. So it only makes perfect sense that we would enthusiastically support any additional City measures that would make apprenticeship training programs in the construction trades available to a greater number of people.

Started in 2015, the Apprenticeship Program Directive requires that certain City construction contractors have apprenticeship agreements appropriate for the type and scope of work to be performed that have been registered with, and approved by, the New York State Department of Labor (DOL). This requirement expands the pool of work available to graduates of DOL-approved apprenticeship programs, provides ready sources of trained workers to City construction contracts, reduces turnover, and provides clear pathways to stable careers in the construction industry, including electricians.

The Apprenticeship Program Directive presently applies to individual construction contracts and construction-related maintenance prime contracts valued in excess of \$3 million that use “apprenticeable” construction-related trade classifications. Int. 674 would *reduce* the threshold value of certain City contracts subject to the Apprenticeship Program Directive from \$3 million to \$1 million, making more City contracts subject to the program.

To the extent Int. 674 requires apprenticeship training programs for an increased number of City contracts, this is a step in the right direction. NYECA therefore **supports** this bill and urges its swift passage into law. The bill also enjoys widespread support in the Council, with 34 co-sponsors.

Founded in 1892, NYECA helped build New York City by working on the its most iconic structures, serving our communities in times of crisis, providing job opportunities and quality training for young people, minority and women-owned businesses, and promoting the highest standards of worker safety in the industry.

Thank you for the opportunity to submit comments on behalf of the New York Electrical Contractors Association in support of Int. 674.



Association of Electrical Contractors, Inc.

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www.aecnyc.com



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Executive Director

Danielle Mannino

*denotes past presidents

**TESTIMONY OF THE
ASSOCIATION OF ELECTRICAL CONTRACTORS
BEFORE THE NEW YORK CITY COUNCIL COMMITTEE ON CONTRACTS
IN SUPPORT OF INT 0674-2018
SEPTEMBER 23, 2019
250 BROADWAY, NEW YORK CITY COMMITTEE ROOM, 14th FLOOR**

Good morning Chairman Kallos, Councilman Ulrich, and honorable members of the Committee on Contracts. Thank you for the opportunity to testify today. My name is Danielle Mannino and I am the Executive Director of the Association of Electrical Contractors (AEC), a trade association representing more than 50 unionized Electrical Contractors in New York City. I am testifying in support of Int. 674, a Local Law in relation to reducing apprenticeship program directive threshold requirements, which will allow more people to participate in this deserving program. The AEC and the contractors we represent support this bill.

This legislation would require the Mayor's Office of Contract Services ("MOCS") to reduce the threshold value for individual construction contracts and construction-related maintenance contracts covered under the City's apprenticeship program directive from \$3,000,000 to \$1,000,000. AEC strongly supports quality apprenticeship programs as a pathway for young and working-class people to enter the construction trades and receive excellent training. In partnership with Local Union No. 3, the Joint Industry Board, and New York Electrical Contractors, AEC fully endorses the Joint Apprenticeship Training Program (JATP).

As New York City's only state-certified union based training program for the electrical industry, JATP provides a meticulous and structured course of study. Graduates of this program are the safest and most qualified electrical workers for commercial, residential, and institutional projects. The Program encompasses over 180 hours of classroom instruction per year in addition to working alongside experienced electricians on the job, learning firsthand about job skills, procedures, and safety measures. Over the course of five years, apprentices receive over 35 hours per week of on-the-job training, while honing their skills and mastering their craft.

Our top priority is building the safest city using the safest methods. Requiring construction workers to attend approved apprenticeship programs allows these men and women to learn how to work safely in a dangerous environment which will help to reduce the number of construction site accidents in New York City.



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Henry Goldberg
Brian Craig

Executive Director

Danielle Mannino

*denotes past presidents

The Apprenticeship Program Directive presently applies to individual construction contracts and construction-related maintenance prime contracts valued in excess of \$3 million that use “apprenticeable” construction-related trade classifications. Int. 674 would *reduce* the threshold value of certain City contracts subject to the Apprenticeship Program Directive from \$3 million to \$1 million, making more City contracts subject to the program.

To the extent Int. 674 requires apprenticeship training programs for an increased number of City contracts, this is a step in the right direction. AEC therefore supports this bill and urges its swift passage into law. The bill also enjoys widespread support in the Council, with 34 co- sponsors.

Respectfully submitted on behalf of the Association of Electrical Contractors in support of Int. 674.

Sincerely,

Danielle Mannino

Executive Director

Association of Electrical Contractors, Inc.



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

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MEMORANDUM IN SUPPORT

TESTIMONY OF THE JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

BEFORE THE COMMITTEE ON CONTRACTS

REGARDING INTRO 674 of 2018: IN RELATION TO REQUIRING THE MAYOR'S OFFICE OF CONTRACT SERVICES TO REDUCE THE THRESHOLD FOR INDIVIDUAL CONSTRUCTION CONTRACTS AND CONSTRUCTION-RELATED MAINTENANCE CONTRACTS COVERED UNDER THE APPRENTICESHIP PROGRAM DIRECTIVE FROM \$3,000,000 TO \$1,000,000.

SEPTEMBER 23, 2019

Good afternoon Chairman Ben Kallos and distinguished committee members. Thank you for the opportunity to testify at today's hearing. My name is Dr. Gerald Finkel; I am the Chairman of the Joint Industry Board of the Electrical Industry.

The Joint Industry Board of the Electrical Industry (JIB) is a labor-management organization founded in 1943 comprised of Local Union No. 3 of the International Brotherhood of Electrical Workers (I.B.E.W), the New York Chapter of the National Electrical Contractors Association (NYECA) and the Association of Electrical Contractors, Inc. (AEC). The JIB is the ERISA administrator for a family of multi-employer benefits plans serving Local Union No. 3 and its affiliated electrical contractors in the greater New York area.

The JIB joins Local 3 I.B.E.W, NYECA and the AEC in support of Intro 674 of 2018. If enacted, Intro 674 would require the Mayor's Office of Contracts ("MOCS") to reduce the threshold for individual construction contracts and construction-related maintenance contracts covered under the apprenticeship program directive from \$3,000,000 to \$1,000,000, pursuant to approval by the New York State Department of Labor.

Reduction of the threshold will enhance the objectives laid out in the apprentice program directive by expanding further the pool of work available to graduates of state approved apprenticeship programs, provide highly trained workers to City construction contracts, and provide a clear pathway to stable careers in the construction industry.

We, in the unionized electrical industry are very proud of our long history and commitment to training the best and most highly skilled workforce in the electrical industry.

As New York City's only state-certified union based training program for the electrical industry, the Joint Apprenticeship Training Program (JATP) provides a rigorous and disciplined course of study. This ensures that graduates of this program are the best qualified electrical workers for commercial, residential, and institutional projects. The Program encompasses over 180 hours of classroom instruction per year in addition to working alongside experienced electricians on the job, learning firsthand about job skills, procedures, and safety measures. Apprentices receive over 35 hours per week of on-the-job training over the course of five years, while honing their skills and mastering their craft.

Requiring construction workers to attend approved apprenticeship programs allows these men and women to learn how to work safely in a dangerous environment which will help to reduce the number of construction site accidents in New York City.

The Employers and Employees affiliated with the JIB maintain an excellent safety record through strict adherence to proper procedures as prescribed by:

- The Apprenticeship Training Program Safety Classes
- Continued education for journeyman electricians that span their careers
- Compliance with the latest OSHA standards and safety techniques, as well as the NYC DOB Local Law 196 (Site Safety Training Requirements)
- Mandatory safety classes with seasoned instructors and professionals

Lowering the threshold on construction contracts and construction – related maintenance contracts covered by the apprenticeship program directive from \$3,000,000 to \$1,000,000 will ensure that NYC tax dollars are being spend prudently on construction contracts. NYC's buildings and infrastructure are the most complex in the nation and need to be built and maintained by the most skilled building trades workforce. Passage of Intro 674 of 2018 will ensure that the construction work performed in NYC is up to par with the skill and high safety standards that the public expects and deserves.

Respectfully submitted on behalf of The Joint Industry Board of the
Electrical Industry.

Sincerely,

A handwritten signature in cursive script that reads "Gerald Finkel". The signature is written in dark ink on a light-colored background.

Dr. Gerald Finkel

Chairman, Joint Industry Board of the Electrical Industry



COPPOLA PAVING & LANDSCAPING CORP.

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September 18, 2019 718-325-8815 • 914-921-8815 • FAX 718-325-9305

Legislation: Introduction 674-2018

Dear City Council Member,

Our company has been bidding on small park contracts for over 25 years. We are both successful and compliant in fulfilling all NYC goals on capital construction projects including meeting NYC MWBE subcontracting goals. 674 legislation would not affect our company's performance or success because we are union contractor. But it would provide a level playing field for us and other companies. This is because sometimes we compete with companies that have unskilled and poorly trained workers in our parks thru the competitive bid process. In the many years of contracting in NYC we have seen many contractors come and go. Some are gone because they defaulted on projects, some could not meet payroll obligations to workers and their subcontractors, some have had quality issues, some have had safety issues, and some just had no idea how to build a project from the start. One of the keys to a successful construction business is a safe, educated, experienced & well trained workforce.

674 is a way that helps to insure that NYC has the best and the most compliant contractors bidding on our projects

Yours truly,

A handwritten signature in black ink, appearing to read "Eric Coppola", is written over the typed name.

Eric Coppola,
President



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BUSINESS MANAGER/
SECRETARY TREASURER
Joseph Azzopardi

PRESIDENT
John Drew

Legislation: Introduction 674-2018

Date: May 21, 2018

Dear Legislator,

I'm writing on behalf of District Council 9 Painters and Allied Trades, representing over 11,000 men and women in the finishing trades industry. We would like to express our support for **New York City Council Intro 674-2018**, which aims to reduce the threshold value for individual construction contracts and construction-related maintenance contracts covered under the apprenticeship program directive from three million dollars to one million dollars. We have personally seen how impactful apprenticeship can be on communities based on our NYCHA apprenticeship program and the many lives it has changed.

Lowering the apprenticeship threshold would effectively increase the amount of training received by all workers who work on New York City construction projects. Currently, MOCS follows an apprenticeship program directive which applies to individual construction contracts and construction-related maintenance contracts over \$3 million that use apprentice-able and construction-related trade classifications. This directive requires contractors maintain apprenticeship agreements with programs registered with, and approved by, the New York State Department of Labor (NYSDOL).

An apprenticeship program offers workers the chance to learn a skilled occupation through paid on-the-job training. An apprentice operates under the close supervision of a skilled worker on the job and takes related classroom instruction at night or on weekends. A graduated pay scale assures that salary reflects the degree of skill achieved. Additionally, more projects that require contractors abide by apprenticeship requirements mean a higher demand for New Yorkers seeking a pathway to the middle class and on-the-job training.

Having a well-trained workforce enhances the capacity, efficiency and productivity of all contractors, including Minority and Women owned Businesses Enterprises (M/WBEs). Currently, M/WBEs that are signatory with a union and/or have worked with one of the trades on a project with a Project Labor Agreement ("PLA") are thriving. Companies who do not have apprentice programs tend to have a greater default rate as well as a higher rate of disqualification and debarment. Thus, stronger apprenticeship requirements will help, rather than hurt, contractors by leveling the playing field, ensuring a properly trained workforce and stream lining

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WALLCOVERERS
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John Drew

the procurement process through the prequalification of contractors with approved apprenticeship programs.

The projects targeted in this legislation currently require prevailing wage rates to be paid to all workers. This legislation simply advocates for well-trained workforces to perform work on New York City construction projects, regardless of pay rate and union or non-union affiliation.

We strongly support **Introduction 674-2018** and want to see the current apprenticeship threshold for New York City projects lowered, as has been done in other municipalities throughout New York State. We urge you to pass Introduction 674-2018.

Sincerely,

Davon Lomax
Political Director

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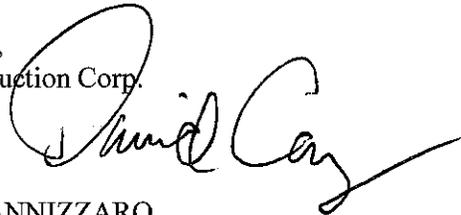
Legislation: Introduction 674-2018

Date: September 18 2019

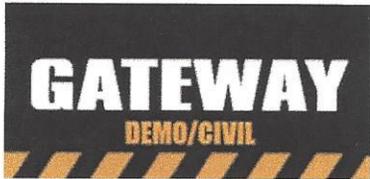
Dear City Council Member,

Our company has been bidding on small park contracts for over twenty (20) years. We are both successful and compliant in fulfilling all NYC goals on capital construction projects including meeting NYC MWBE subcontracting goals. 674 legislation would not affect our company's performance or success because we are union contractor. But it would provide a level playing field for us and other companies. This is because sometimes we compete with companies that have unskilled and poorly trained workers in our parks thru the competitive bid process. In the many years of contracting in NYC we have seen many contractors come and go. Some are gone because they defaulted on projects, some could not meet payroll obligations to workers and their subcontractors, some have had quality issues, some have had safety issues, and some just had no idea how to build a project from the start. One of the keys to a successful construction business is a safe, educated, experienced & well trained workforce. 674 is a way that helps to insure that NYC has the best and the most compliant contractors bidding on our projects

Yours truly,
JCC Construction Corp.



DAVID CANNIZZARO
President



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Certified MBE/DBE
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MEMORANDUM OF SUPPORT

2/7/2019

RE: **LEGISLATION INT. NO. 674-2018**

Reason: **Local Law aimed at reducing apprenticeship program directive requirements.**

Gateway Demo/Civil would like to express our support for New York City Council Intro 674-2018, which aims to reduce the threshold value for individual construction contracts and construction-related maintenance contracts covered under the apprenticeship program directive from 3 million dollars to 1 million dollars and if approved, this would be implemented immediately.

By lowering the apprenticeship threshold we would increase the training received by workers on city projects and by extension to workers employed by M/WBEs. All apprenticeship programs under this mandate must be registered and certified by the New York State Department of Labor. This directive ensures contractors invest in their workforce by utilizing training programs that offer workers lifelong skills, as well as a career path. Apprenticeship program helps to provide a pathway for community members into both the construction sector and the potential for a career in the construction trades.

By lowering the threshold we could have a highly trained workforce ensuring safer jobsites, better protecting workers and the general public from preventable construction accidents. Stronger apprenticeship requirements prevent low-road contractors from lowering the standard and making it harder for M/WBE contractors, who invest in their workforce to ensure a better-quality product and overall performance.

We strongly support **Introduction 674-2018** and want to see the current apprenticeship threshold for New York City projects lowered, as has been done in other municipalities.

Sincerely,
Gateway Demo/Civil Corp.

A handwritten signature in blue ink, appearing to read "Alex Concannon", is written over the company name.

Alex Concannon
President



NEHAL CONTRACTING, INC.

Contractor - Consultant - Construction Manager

INC.

152 Airport Executive Park, Nanuet, NY 10954

OFFICE: 845-517-0711
FAX: 845-215-5196
WEB: Nehalcontracting.com

Legislation: Introduction 674-2018

Date: September 18, 2019

Dear Legislator.

We would like to express our support for New York City Council Intro 674-2018, which aims to reduce the threshold value for individual construction contracts and construction-related maintenance contracts covered under the apprenticeship program directive from three million dollars to one million dollars. The current threshold for subcontractors would remain the same.

Intro. No. 674-2018 would lower the threshold for individual construction contracts under the apprenticeship directive from \$3,000,000 to \$1,000,000 and effectively increase the level and amount of training received by all workers who work on New York City construction projects. This would provide increased opportunities for workers who have traditionally not had access to these programs or to learn a skilled trade through formalized training or the increased earning power and economic benefits that they can provide. Furthermore, increasing access to training for more workers on City construction projects would go far to promote health and safety standards on difficult jobs in a high-risk industry.

Having a well-trained workforce enhances the capacity, efficiency and productivity of all contractors, including Minority and Women owned Businesses Enterprises (M/WBEs). Companies who do not have apprentice programs tend to have a greater default rate as well as a higher rate of disqualification and debarment. Thus, stronger apprenticeship requirements will help, rather than hurt, contractors by leveling the playing field, ensuring a properly trained workforce and stream lining the procurement process through the prequalification of contractors with approved apprenticeship programs.

Sincerely,

Vipul Patel, President
Nehal Contracting, Inc.

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

NEW YORK CITY & VICINITY DISTRICT COUNCIL OF CARPENTERS

JOSEPH A. GEIGER
Executive Secretary - Treasurer

MICHAEL P. CAVANAUGH
Asst EST



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Committee on Contracts

Good Afternoon. Thank you Chair Kallos and all Councilmembers present. My name is Charles Bullock and I am a member and shop steward of Local 926 of the New York City & Vicinity District Council of Carpenters.

I am a lifelong resident of Brownsville and care very deeply about keeping my community safe. I am a member of my local community board and am now the chair of the Education Committee because of my advocacy for apprenticeship programs. I know that training saves lives. On jobsites that receive little or no training, workers fear the environments they work in. The most common cause of injury or death is a fall. Accidents like this are preventable with proper training and safety equipment. On sites with limit training, workers are not wearing the proper harness. When harnesses are worn, oftentimes they are not tied off to anything. Simply tying off with a lanyard could have prevented several the worker fatalities that have occurred this year. As a shop steward, I oversee projects our members are working on. It is my job to halt work when something unsafe, like a broken ladder or insecure harness occurs. I know that if there wasn't a shop steward on the site or proper training, work would continue, risking the lives of workers and the public.

I took off work today to come testify before you because the carpenter apprenticeship changed my life. I wake up every day proud to go to work and to provide for my family. I know that I will return home safely and that I have kept other workers safe as well. Intro. 674 would increase how many workers apprenticeship programs could accept because the job placement demand would be higher. I want more members of my community to have access to a career in construction and this legislation would make it possible.

Thank you for taking the time to consider my testimony.

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

NEW YORK CITY & VICINITY DISTRICT COUNCIL OF CARPENTERS

JOSEPH A. GEIGER
Executive Secretary - Treasurer

MICHAEL P. CAVANAUGH
Asst EST



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Committee on Contracts

Good Afternoon. Thank you Chair Kallos and all Councilmembers present. My name is Jamel Dickerson and I am a member of Local 45 of the New York City & Vicinity District Council of Carpenters.

I am a resident of Far Rockaway and a third-year apprentice. Entering the carpenter apprenticeship program has changed my life. I know that I now have a long-term career, with the upward mobility. I can support my family because I have stable work and benefits like health care. Many workers cannot say the same, so I am grateful for the opportunity to be a union carpenter.

Every day I learn something new in my training. The first classes you take as an apprentice involve safety. These classes include OSHA 10, 4 Hour Scaffold, Construction Fall Protection, Hazardous Materials, among others. When I stepped onto the jobsite for the first time I was equipped with this knowledge and was prepared to carry out all tasks asked of me in the safest possible manner. I never felt unsafe or felt that my life was being put at risk. My training teaches me to be a safer worker while I gain real life experience. While being mentored by more experienced members on jobsites, I have seen just how important safety training is. Construction is a dangerous job and there are many opportunities for someone to get hurt. If someone does not know how to perform tasks correctly it puts everyone at risk.

Intro. 674 makes sure that all workers have the training they need to work safely. When I graduate my apprenticeship, I know that I will have the proper training to keep myself and others out of harm. I want other workers to have the same.

Thank you for taking the time to consider my testimony.

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

NEW YORK CITY & VICINITY DISTRICT COUNCIL OF CARPENTERS

JOSEPH A. GEIGER
Executive Secretary - Treasurer

MICHAEL P. CAVANAUGH
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Committee on Contracts

Good Afternoon. Thank you Chair Kallos and all Councilmembers present. My name is Nathud Panama and I am a member of Local 1556 of the New York City & Vicinity District Council of Carpenters.

I have been a member of the union for fifteen years and a shop steward for the last year. Being a member of this union has taught me how to do my job safely. My apprenticeship training gave me four years of in classroom and jobsite instruction. When I go to work, I'm not afraid I won't come home at the end of the day. Every worker should be able to share that feeling. Workers should not fear going to work. Construction is a dangerous job and there is no substitute for proper training. It is a job that requires instruction before performing even the most basic tasks. I cannot imagine walking onto a jobsite without training. Every safety course I have taken was necessary for a safe work environment for myself, my coworkers and the public.

Now I am a shop steward, where I make sure that everyone on the jobsite is safe. I also get to pass on my knowledge as a 15-year member to the younger generation. Safety is my most important concern. Intro. 674 would make sure that all workers have access to training to make sure they are safe. I am proud to be a construction worker and I am proud of the training I have received. I am proud of the certifications I have earned. My hope is that all workers can be provided with the same opportunity.

Thank you for taking the time to consider my testimony.



General Contractors ■ Construction Managers

September 17, 2019

Legislation: Introduction 674-2018

To whom it may concern.

We would like to express our support for New York City Council Intro 674-2018, which aims to reduce the threshold value for individual construction contracts and construction-related maintenance contracts covered under the apprenticeship program directive from three million dollars to one million dollars. The current threshold for subcontractors would remain the same.

Intro. No. 674-2018 would lower the threshold for individual construction contracts under the apprenticeship directive from \$3,000,000 to \$1,000,000 and effectively increase the level and amount of training received by all workers who work on New York City construction projects. This would provide increased opportunities for workers who have traditionally not had access to these programs or to learn a skilled trade through formalized training or the increased earning power and economic benefits that they can provide. Furthermore, increasing access to training for more workers on City construction projects would go far to promote health and safety standards on difficult jobs in a high-risk industry.

Having a well-trained workforce enhances the capacity, efficiency and productivity of all contractors, including Minority and Women owned Businesses Enterprises (M/WBEs). Companies who do not have apprentice programs tend to have a greater default rate as well as a higher rate of disqualification and debarment. Thus, stronger apprenticeship requirements will help, rather than hurt, contractors by leveling the playing field, ensuring a properly trained workforce and streamlining the procurement process through the prequalification of contractors with approved apprenticeship programs.

Sincerely,

Deborah Bradley, President

Deborah Bradley Construction & Mgmt Svcs Inc.

Deborah Bradley Construction & Management Services, Inc.

LABORERS' LOCAL UNION 1010

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Phone: (718)886-3310 · Fax: (718)886-8885

MEMORANDUM IN SUPPORT

RE: Legislation- Intro. 674-2018

PURPOSE: Local law aimed to reduce apprenticeship program directive requirements.

Laborers' Local Union 1010 and its signatory contractors join the Local 1010 Laborers-Employers Cooperation & Education Trust Fund in solidarity to rise in strong support of **Introduction 674-2018**, legislation proposed to reduce the threshold value for individual construction contracts and construction-related maintenance contracts covered under the apprenticeship program directive issued by MOCs from three million dollars to one million dollars.

Intro. 674 will effectively increase the amount training received by workers who work on New York City construction projects. Having a well-trained workforce enhances the capacity, efficiency and productivity of ALL contractors, especially Minority and Women Owned Business Enterprises ("M/WBEs").

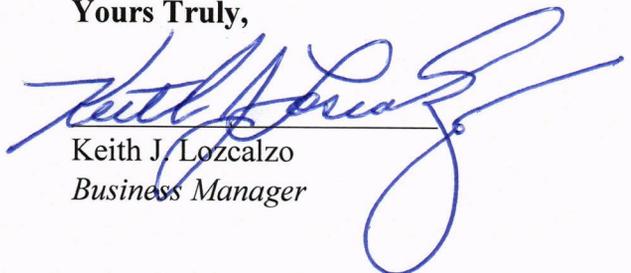
Companies that do not have apprentice programs tend to have a greater default rate as well as a higher rate of disqualification and debarment. Thus, stronger apprenticeship requirements will help, rather than hurt, contractors by leveling the playing field, ensuring a properly trained workforce and stream lining the procurement process through the prequalification of contractors with New York State Department of Labor approved apprenticeship programs.

The projects targeted in this legislation already require prevailing wage rates to be paid to all workers, therefore, this legislation simply advocates for well-trained workforces to perform work on New York City construction projects, regardless of pay rate and union or non-union affiliation. Ensuring properly trained workforces, whether union or non-union, is crucial to building sustainable long-term careers for New York City's construction workers including the minority and women employees in the construction industry.

If New York City, as a community, is committed to the advanced success of our working-class members we **MUST** invest in protecting the workers who help build our City. Therefore, we strongly urge you to **JOIN US IN SOLIDARITY TO SUPPORT INTRO. 674** to see the current apprenticeship threshold for New York City projects lowered as has been done in other municipalities throughout New York State.

WE URGE YOU TO PASS INTRODUCTION 674-2018!

Yours Truly,



Keith J. Lozcalzo
Business Manager



MEMORANDUM OF SUPPORT: Intro 674-2018 *Re: Apprenticeship Program Directive Requirements*

Make the Road New York (MRNY) writes in support of New York City Council **Intro. No. 674-2018, A Local Law in relation to reducing apprenticeship program directive requirements**, which aims to reduce the threshold value for individual construction contracts and construction-related maintenance contracts covered under the apprenticeship program directive from three million dollars to one million dollars.

MRNY is a non-profit community-based membership organization with over 23,000 low-income members throughout New York. MRNY's Workplace Justice team helps thousands of immigrant workers each year to enforce their workplace rights and to address the root causes of labor exploitation. We regularly represent and work with construction workers who have been subjected to dangerous working conditions on sites rife with health and safety violations throughout New York City.

Intro. No. 674-2018 would lower the threshold for individual construction contracts under the apprenticeship directive from \$3,000,000 to \$1,000,000 and effectively increase the level and amount of training received by all workers who work on New York City construction projects. This would provide increased opportunities for workers who have traditionally not had access to these programs or to learn a skilled trade through formalized training or the increased earning power and economic benefits that they can provide. Furthermore, increasing access to training for more workers on City construction projects would go far to promote health and safety standards on difficult jobs in a high-risk industry.

We support **Introduction 674-2018** and urge the City Council to lower the apprenticeship threshold for New York City projects, which will support the career development of New Yorkers who have not historically had the advantage of an apprenticeship programs.



MEMORANDUM IN SUPPORT

Legislation **Intro. 674**

Title A Local Law in relation to reducing apprenticeship program directive requirements.

The Greater New York Laborers-Employers Cooperation & Education Trust (GNY LECET), a jointly managed trust fund of the Mason Tenders' District Council of Greater New York and its 1,500 signatory contractors, rises in **strong support of Intro. 674**, legislation that aims to reduce the threshold value for individual construction contracts and construction-related maintenance contracts covered under the apprenticeship program directive from three million dollars, to one million dollars.

Lowering the apprenticeship threshold would effectively increase the amount of training received by all workers who work on New York City construction projects. Currently, MOCS follows an apprenticeship program directive which applies to individual construction contracts and construction-related maintenance contracts over \$3 million that use apprentice-able and construction-related trade classifications. This directive requires contractors maintain apprenticeship agreements with programs registered with, and approved by, the New York State Department of Labor (NYSDOL).

An apprenticeship program offers workers the chance to learn a skilled occupation through paid on-the-job training. An apprentice operates under the close supervision of a skilled worker on the job and takes related classroom instruction at night, or on weekends. A graduated pay scale assures that salaries reflect the degree of skill achieved. Additionally, more projects that require contractors abide by apprenticeship requirements means a higher demand for New Yorkers seeking a pathway to the middle class and on-the-job training.

Having a well-trained workforce enhances the capacity, efficiency and productivity of all contractors, including Minority and Women owned Businesses Enterprises (M/WBEs). Currently, M/WBEs that are signatory with a union and/or have worked with one of the trades on a project with a Project Labor Agreement ("PLA") are thriving. Companies who do not have apprentice programs tend to have a greater default rate as well as a higher rate of disqualification and debarment. Thus, stronger apprenticeship requirements will help, rather than hurt, contractors by leveling the playing field,





ensuring a properly trained workforce and stream lining the procurement process through the prequalification of contractors with approved apprenticeship programs.

The projects targeted in this legislation currently require prevailing wage rates to be paid to all workers. This legislation simply advocates for well-trained workforces to perform work on New York City construction projects, regardless of pay rate and union or non-union affiliation.

We urge you to join us in **STRONGLY SUPPORTING INTRO. 674-2018** so that we may see the current apprenticeship threshold for New York City projects lowered. This has been done in other municipalities throughout New York State, and can be done here. We urge you to pass Introduction 674-2018.



 266 West 37th Street, Suite 1100 | New York, NY 10018  212.452.9300  212.452.9318  gnylecet.org

TRUSTEES: Paul O'Brien Chair - Management Trustee | Stephen Flanagan Co-Chair - Labor Trustee | Robert Bonanza Labor Trustee
John O'Hare Management Trustee | Raymond M. Pocino Labor Trustee | Michael Prohaska Labor Trustee | Patrick J. Purcell Jr. Executive Director

AFFILIATES: Mason Tenders District Council of Greater New York & Long Island | General Building Laborers Local 66
Asbestos, Lead & Hazardous Waste Laborers Local 78 | Construction & General Building Laborers Local 79
Waste Material, Recycling & General Industrial Laborers Local 108 | Laborers International Union of North America, AFL-CIO/CLC
Contractor Associations | Building Contractors Association (BCA)



Legislation: Introduction 674-2018

4 December 2018

Dear Legislator,

I'm writing on behalf of New Immigrant Community Empowerment (NICE), and more than 4,000 of our immigrant worker members. We would like to express our support for New York City Council **Intro 674- 2018**, which aims to reduce the threshold value for individual construction contracts and construction-related maintenance contracts covered under the apprenticeship program directive from three million dollars to one million dollars.

Lowering the apprenticeship threshold would effectively increase the level and amount of training received by all workers who work on New York City construction projects, which would open further opportunities for populations who have been historically excluded from transformative trades careers. Currently, MOCS follows an apprenticeship program directive which applies to individual construction contracts and construction-related maintenance contracts over \$3 million that use apprentice-able and construction-related trade classifications. This directive requires contractors to maintain apprenticeship agreements with programs registered with, and approved by, the New York State Department of Labor (NYSDOL).

An apprenticeship program offers workers the chance to learn a skilled occupation through paid on-the-job training – one of the most effective pathways for the most vulnerable New Yorkers to rise along a career pathway while earning the income and benefits to support themselves and their families in the immediate term. An apprentice operates under the close supervision of a skilled worker on the job and takes related classroom instruction at night or on weekends. A graduated pay scale assures that salary reflects the degree of skill achieved, with gender equity built into collective bargaining agreements. Additionally, more projects that require contractors abide by apprenticeship requirements mean a higher demand for New Yorkers seeking a pathway to the middle class and on-the-job training.

Having a well-trained workforce enhances the capacity, efficiency and productivity of all contractors, including Minority and Women owned Businesses Enterprises (M/WBEs). Currently, M/WBEs that are signatory with a union and/or have worked with one of the trades on a project with a Project Labor Agreement (“PLA”) are thriving. Companies who do not have apprentice programs tend to have a greater default rate as well as a higher rate of disqualification and debarment. Thus, stronger apprenticeship requirements will **help**, rather than hurt, **contractors by leveling the playing field**, ensuring a properly trained workforce and streamlining the procurement process through the prequalification of contractors with approved apprenticeship programs.



The projects targeted in this legislation currently require **prevailing wage rates to be paid to all workers**. This legislation simply advocates for well-trained workforces to perform work on New York City construction projects, regardless of pay rate and union or non-union affiliation.

We **strongly** support **Introduction 674-2018** and want to see the current apprenticeship threshold for New York City projects lowered, as has been done in other municipalities throughout New York State. We urge you to pass Introduction 674-2018, which will support the career development of New Yorkers, regardless of their identity, who have not historically had the advantage of an apprenticeship as a platform from which to launch their careers.

Sincerely,

Manuel Castro, Executive Director
New Immigrant Community Empowerment (NICE)

New Immigrant Community Empowerment (NICE) works to achieve justice for immigrant workers in New York City through innovative direct service and community organizing strategies. A community-based, member-led organization focused on expanding protections and developing the capacities of immigrant workers, NICE's strategies operate on three levels: direct services, like job dispatch and wage theft assistance; grassroots organizing, to build the leadership of our members; and public policy advocacy, to win legislative campaigns for issues that directly affect our members, like health and safety training requirements.



Legislation: Introduction 674-2018

Date: October 12, 2018

Dear Legislator,

I'm writing on behalf of Nontraditional Employment for Women (NEW), and all the NEW women we serve. We would like to express our support for **New York City Council Intro 674-2018**, which aims to reduce the threshold value for individual construction contracts and construction-related maintenance contracts covered under the apprenticeship program directive from three million dollars to one million dollars.

Lowering the apprenticeship threshold would effectively increase the level and amount of training received by all workers who work on New York City construction projects, which would open further opportunities for populations who have been historically excluded from transformative trades careers. Currently, MOCS follows an apprenticeship program directive which applies to individual construction contracts and construction-related maintenance contracts over \$3 million that use apprentice-able and construction-related trade classifications. This directive requires contractors maintain apprenticeship agreements with programs registered with, and approved by, the New York State Department of Labor (NYSDOL).

An apprenticeship program offers workers the chance to learn a skilled occupation through paid on-the-job training – one of the most effective pathways for the most vulnerable New Yorkers to rise along a career pathway while earning the income and benefits to support themselves and their families in the immediate term. An apprentice operates under the close supervision of a skilled worker on the job and takes related classroom instruction at night or on weekends. A graduated pay scale assures that salary reflects the degree of skill achieved, with gender equity built into collective bargaining agreements. Additionally, more projects that require contractors abide by apprenticeship requirements mean a higher demand for New Yorkers seeking a pathway to the middle class and on-the-job training.

Having a well-trained workforce enhances the capacity, efficiency and productivity of all contractors, including Minority and Women owned Businesses Enterprises (M/WBEs). Currently, M/WBEs that are signatory with a union and/or have worked with one of the trades on a project with a Project Labor Agreement (“PLA”) are thriving. Companies who do not have apprentice programs tend to have a greater default rate as well as a higher rate of disqualification and debarment. Thus, stronger apprenticeship requirements will help, rather than hurt, contractors by leveling the playing field, ensuring a properly trained workforce and stream lining the procurement process through the prequalification of contractors with approved apprenticeship programs.

The projects targeted in this legislation currently require prevailing wage rates to be paid to all workers. This legislation simply advocates for well-trained workforces to perform work on New York City construction projects, regardless of pay rate and union or non-union affiliation.

We strongly support **Introduction 674-2018** and want to see the current apprenticeship threshold for New York City projects lowered, as has been done in other municipalities throughout New York State. We urge you to pass Introduction 674-2018, which will support the career development of New Yorkers, regardless of their identity, who have not historically had the advantage of an apprenticeship as a platform from which to launch their careers.

Sincerely,



Kathleen Culhane
President
Nontraditional Employment for Women (NEW)

CM&E CON, INC.

20 Corrielle Street, Fords, NJ 08863

Phone: (732)738-5152 Fax: (732)738-5154

Legislation: Introduction 674-2018

Date: 09/17/2019

Dear Legislator.

We would like to express our support for New York City Council Intro 674-2018, which aims to reduce the threshold value for individual construction contracts and construction-related maintenance contracts covered under the apprenticeship program directive from three million dollars to one million dollars. The current threshold for subcontractors would remain the same.

Intro. No. 674-2018 would lower the threshold for individual construction contracts under the apprenticeship directive from \$3,000,000 to \$1,000,000 and effectively increase the level and amount of training received by all workers who work on New York City construction projects. This would provide increased opportunities for workers who have traditionally not had access to these programs or to learn a skilled trade through formalized training or the increased earning power and economic benefits that they can provide. Furthermore, increasing access to training for more workers on City construction projects would go far to promote health and safety standards on difficult jobs in a high-risk industry.

Having a well-trained workforce enhances the capacity, efficiency and productivity of all contractors, including Minority and Women owned Businesses Enterprises (M/WBEs). Companies who do not have apprentice programs tend to have a greater default rate as well as a higher rate of disqualification and debarment. Thus, stronger apprenticeship requirements will help, rather than hurt, contractors by leveling the playing field, ensuring a properly trained workforce and stream lining the procurement process through the prequalification of contractors with approved apprenticeship programs.

Sincerely,



Atul Gaudani

President
CM&E CON, INC.



Padilla Construction Services

299 Main Street Westbury, NY 11590
Tel. (516) 338-6848 • Fax (516) 338-6920

February 7, 2019

MEMORANDUM OF SUPPORT

LEGISLATION INT. NO. 674-2018

TITLE

A local Law in relation to reducing apprenticeship program directive requirements.

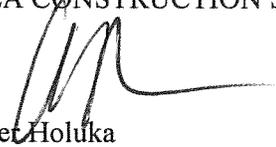
We would like to express our support for New York City Council Intro 674-2018, which aims to reduce the threshold value for individual construction contracts and construction-related maintenance contracts covered under the apprenticeship program directive from 3 million dollars to 1 million dollars.

Lower the apprenticeship threshold would increase the training received by workers on city projects and by extension to workers employed by M/WBEs. All apprenticeship programs under this mandate must be registered and certified by the New York State Department of Labor. This directive ensures contractors invest in their workforce by utilizing training programs that offer workers lifelong skills, as well as a career path. Apprenticeship program helps to provide a pathway for community members into both the construction sector and the potential for a career in the construction trades.

Additionally, a highly trained workforce ensures safer jobsites, better protecting workers and the general public from preventable construction accidents. Stronger apprenticeship requirements prevent low-road contractors from lowering the standard and making it harder for M/WBE contractors, who invest in their workforce to ensure a better-quality product and overall performance.

We support intro 674-2018 and want to see the current apprenticeship threshold for New York City projects lowered, as has been done in other municipalities.

Sincerely,
PADILLA CONSTRUCTION SERVICES, INC.



Alexander Holuka
VICE PRESIDENT



PRESTIGE STONE AND PAVERS
15-32 COLLEGE POINT BLVD, COLLEGE POINT
NY-11356
PH : 718-225-1212, FAX 718-225-1242
EMAIL : PRESTIGESTONEANDPAVERS@GMAIL.COM

Legislation: Introduction 674-2018
Date: 2/5/19

Dear Legislator,

We would like to express our support for New York City Council Intro 674-2018, which aims to reduce the threshold value for individual construction contracts and construction-related maintenance contracts covered under the apprenticeship program directive from three million dollars to one million dollars. The current threshold for subcontractors would remain the same.

Intro. No. 674-2018 would lower the threshold for individual construction contracts under the apprenticeship directive from \$3,000,000 to \$1,000,000 and effectively increase the level and amount of training received by all workers who work on New York City construction projects. This would provide increased opportunities for workers who have traditionally not had access to these programs or to learn a skilled trade through formalized training or the increased earning power and economic benefits that they can provide. Furthermore, increasing access to training for more workers on city construction projects would go far to promote health and safety standards on difficult jobs in a high-risk industry.

Having a well-trained workforce enhances the capacity, efficiency and productivity of all contractors, including Minority and Woman owned Business Enterprises (M/WBEs) Companies who do not have apprentice programs tend to have a greater default rate as well as a higher rate of disqualification and debarment. Thus, stronger apprenticeship requirements will help, rather than hurt, contractors by leveling the playing field, ensuring a properly trained workforce and stream lining the procurement process through the prequalification of contractors with approved apprenticeship programs.

PRESTIGE STONE AND PAVERS CORPORATION

Angelica Fortich

NAME & TITLE (PRINT)

SIGNATURE President

2/5/2019

DATE



162-48A 14TH AVENUE
WHITESTONE, NY 11357
(P) 718-357-2696
(F) 718-357-2697
PRESTIGEPAVERSINC@GMAIL.COM

Legislation: Introduction 674-2018

Date: 9/17/19

Dear Legislator.

We would like to express our support for New York City Council Intro 674-2018, which aims to reduce the threshold value for individual construction contracts and construction-related maintenance contracts covered under the apprenticeship program directive from three million dollars to one million dollars. The current threshold for subcontractors would remain the same.

Intro. No. 674-2018 would lower the threshold for individual construction contracts under the apprenticeship directive from \$3,000,000 to \$1,000,000 and effectively increase the level and amount of training received by all workers who work on New York City construction projects. This would provide increased opportunities for workers who have traditionally not had access to these programs or to learn a skilled trade through formalized training or the increased earning power and economic benefits that they can provide. Furthermore, increasing access to training for more workers on City construction projects would go far to promote health and safety standards on difficult jobs in a high-risk industry.

Having a well-trained workforce enhances the capacity, efficiency and productivity of all contractors, including Minority and Women owned Businesses Enterprises (M/WBEs). Companies who do not have apprentice programs tend to have a greater default rate as well as a higher rate of disqualification and debarment. Thus, stronger apprenticeship requirements will help, rather than hurt, contractors by leveling the playing field, ensuring a properly trained workforce and stream lining the procurement process through the prequalification of contractors with approved apprenticeship programs.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jose Pouso', written in a cursive style.

Jose Pouso
President

NEW YORK CONCRETE CORP.

708 Sharrotts Road
Staten Island, N.Y. 10309
(718) 967-3720 Fax (718) 967-0144

NewYorkConcrete.com

DRILLING - EXCAVATION - CONCRETE

Legislation: Introduction 674-2018

Date: September 19, 2019

Dear Legislator.

We would like to express our support for New York City Council Intro 674-2018, which aims to reduce the threshold value for individual construction contracts and construction-related maintenance contracts covered under the apprenticeship program directive from three million dollars to one million dollars. The current threshold for subcontractors would remain the same.

Intro. No. 674-2018 would lower the threshold for individual construction contracts under the apprenticeship directive from \$3,000,000 to \$1,000,000 and effectively increase the level and amount of training received by all workers who work on New York City construction projects. This would provide increased opportunities for workers who have traditionally not had access to these programs or to learn a skilled trade through formalized training or the increased earning power and economic benefits that they can provide. Furthermore, increasing access to training for more workers on City construction projects would go far to promote health and safety standards on difficult jobs in a high-risk industry.

Having a well-trained workforce enhances the capacity, efficiency and productivity of all contractors, including Minority and Women owned Businesses Enterprises (M/WBEs). Companies who do not have apprentice programs tend to have a greater default rate as well as a higher rate of disqualification and debarment. Thus, stronger apprenticeship requirements will help, rather than hurt, contractors by leveling the playing field, ensuring a properly trained workforce and stream lining the procurement process through the prequalification of contractors with approved apprenticeship programs.

Sincerely,



Roxa Maria Russo

President



BUILDING & CONSTRUCTION TRADES COUNCIL OF GREATER NEW YORK

GARY LaBARBERA
PRESIDENT

AFFILIATED WITH THE
BUILDING CONSTRUCTION TRADES DEPARTMENT
OF WASHINGTON D.C.
—
BUILDING AND CONSTRUCTION TRADES COUNCIL
OF NEW YORK STATE
—
AMERICAN FEDERATION OF LABOR OF CONGRESS
OF INDUSTRIAL ORGANIZATION

MEMORANDUM OF SUPPORT LEGISLATION INT. NO. 674-2018

TITLE

A Local Law in relation to reducing apprenticeship program directive requirements.

SUMMARY OF PROVISIONS

Mayor's Office of Contract Services would reduce the value thresholds for individual construction contracts under the apprenticeship directive from \$3,000,000 to \$1,000,000, and if recommended and adopted, would be implemented immediately.

JUSTIFICATION

The New York City Building and Construction Trades Council of Greater New York and Vicinity ("BCTC") represents 100,000 unionized construction workers, as well as the interests in safety for all construction workers in the City of New York. The BCTC is an advocacy organization that works to improve safety, the working conditions, opportunities for construction workers to earn a good middle class living with the best training available.

Introduction No. 674-2018 would effectively increase the opportunity to receive top-of-the-line training on City projects. This legislation recognizes that construction work is difficult, highly skilled, dangerous work. This legislative body has an opportunity to have a direct impact in creating high-road work since this bill will induce and incentivize high-road practices. Reducing the threshold value for individual construction projects will provide opportunities for more training, career advancement, and well-paying jobs. Contractors that hire employees trained through apprenticeship programs know that they have someone on their payroll that has second-to-none training.

The old arguments that these opportunities are not available to minorities and that unions exclude New York City residents have been discredited and recognized as mere anti-union rhetoric. As more New Yorkers have entered apprenticeships through local hire and pre-apprenticeship programs, job sites have come to reflect the diversity of the neighborhoods across New York City. Today, 61.8% of all New York City apprentices are minorities, and the presence of unions and collective bargaining in the construction industry boost the earnings of the City's

black community by 83%, or \$152 million per year¹, which means this bill will improve access and create pathways for New Yorkers to earn more².

Support for this bill will put the City in the forefront of creating opportunities for workers to gain skills and opportunities for growth should be a principle role of government.

2

¹ Mishel, Larry. "The Increased Diversity of New York City Union Construction Employment." Economic Policy Institute. January 19, 2017. <https://www.epi.org/blog/the-increased-diversity-of-new-york-city-union-construction-employment/>.

² Savitch-Lew, Abigail. "City Must Tackle Barriers to Career-Track Jobs in Construction, Advocates Say." *City Limits*. April 17, 2018. <https://citylimits.org/2018/04/17/city-must-tackle-barriers-to-career-track-jobs-in-construction-advocates-say/>.

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

NEW YORK CITY & VICINITY DISTRICT COUNCIL OF CARPENTERS

JOSEPH A. GEIGER
Executive Secretary - Treasurer

MICHAEL P. CAVANAUGH
Asst EST



395 HUDSON STREET - 9TH FLOOR

NEW YORK, N.Y. 10014

PHONE: (212) 366-7500

FAX: (212) 675-3118

www.nycdistrictcouncil.com

Written Testimony by New York City District Council of Carpenters Executive Secretary-Treasurer
Joseph Geiger for City Council Committee on Contracts

Hearing on Intro. 674

Thank you, Chairman Kallos and all the Councilmembers present for hosting this hearing on legislation that will make a significant impact on the construction industry and our communities. The New York City & Vicinity District Council of Carpenters is a representative body comprised of nine individualized locals, and 20,000 members. We promote a Culture of Safety. Every day we work to make sure that our members are properly trained, as construction safety is our biggest concern. We care about every one of our members and the risk is too great to not invest in safety training annually. Therefore, our members receive formal and on-going training on health and safety risks.

The New York City & Vicinity District Council of Carpenters supports Intro. 674 because it will provide greater safety oversight and training along with more access to careers in the construction trade. New York City will bolster its image as a leader in safe construction, further embedding safety in the construction market.

Construction is a dangerous occupation and construction in New York City presents unique hazards to workers and to community members. According to the New York City Department of Buildings, as of June 2019, 12 construction workers have died while working on a jobsite. The New York Committee for Occupation Safety and Health (NYCOSH) issued a report in June outlining that falls continue to be the top cause of construction fatalities and injuries. In the last ten years in New York City, 78 workers died due to falls which accounted for 46% of construction deaths. The second largest contributor to construction injuries is being struck by an object. 8% of construction worker deaths in 2017 were caused by falling debris or suspended loads striking workers. This is not only a danger to workers, but to people who may be injured from objects falling onto the sidewalks or streets.

Although our organization represents unionized carpenters, this is not a union vs. non-union issue. Intro. 674 would lower the apprenticeship threshold, effectively increasing the amount of training received by all workers on New York City construction sites. Reports conclude that training is one of most effective strategies for reducing injuries and fatalities on jobsites.

In a study published by the Journal for Workforce Education and Development, researchers found that jobsites with trained workers received significantly less OSHA violations than jobsites with untrained workers. Additionally, in a report by NYCOSH, 79% of New York City job site accidents in which a worker fell and died were at nonunion sites. Union sites are safer than non-union sites because they require apprenticeship programs with OSHA courses and training for shop stewards to oversee work sites. Having a well-trained workforce does not only increase safety but also enhances the capacity, efficiency and productivity of all contractors. Companies who do not have apprentice programs tend to have a

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

NEW YORK CITY & VICINITY DISTRICT COUNCIL OF CARPENTERS

JOSEPH A. GEIGER
Executive Secretary - Treasurer

MICHAEL P. CAVANAUGH
Asst EST



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greater default rate as well as a higher rate of disqualification and debarment. Thus, stronger apprenticeship requirements will help, rather than hurt, ensuring a properly trained workforce and streamlining the procurement process through the prequalification of contractors with approved apprenticeship programs.

The projects targeted in this legislation currently require prevailing wage rates to be paid to all workers. This legislation simply advocates for well-trained workforces to perform work on New York City construction projects, regardless of pay rate and union or non-union affiliation. Furthermore, Intro. 674 provides a pathway for more city residents to be granted access to apprenticeship programs. Apprenticeships accept applicants on the basis that there are enough job placements following completion of the program. More projects with this requirement, allow for these programs to expand and provide career opportunities to hard-working New Yorkers.

We strongly support Introduction 674 and want to see the current apprenticeship threshold for New York City projects lowered, as has been done in other municipalities throughout New York State. We urge you to pass Introduction 674.

Thank you for taking the time to consider my testimony.

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA
NEW YORK CITY & VICINITY DISTRICT COUNCIL OF CARPENTERS

JOSEPH A. GEIGER
Executive Secretary - Treasurer

GRAHAM McHUGH
President

MICHAEL P. CAVANAUGH
Vice President



CELEBRATING 100 YEARS
1918 - 2018

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NEW YORK, N.Y. 10014

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www.nycdistrictcouncil.com

July 23, 2018

Dear Legislator,

The New York City District Council of Carpenters and Joiners of America is a representative body comprised of nine individual locals and 25,000 union members. The District Council functions as the voice for thousands of New York City's most dedicated and skilled Carpenters, Millwrights, Dockbuilders, Marine Divers, Core Drillers, Timbermen, Cabinetmakers, Floorcoverers, and Industrial Workers.

Collectively, these hard-working men and women represented by the Council SUPPORT New York City Council Intro 674-2018, which aims to reduce the threshold value for individual construction contracts and construction-related maintenance contracts covered under the apprenticeship program directive from three million dollars to one million dollars.

Lowering the apprenticeship threshold would effectively increase the amount of training received by all workers who work on New York City construction projects. Having a well-trained workforce enhances the capacity, efficiency and productivity of all contractors. Companies who do not have apprentice programs tend to have a greater default rate as well as a higher rate of disqualification and debarment. Thus, stronger apprenticeship requirements will help, rather than hurt, ensuring a properly trained workforce and stream lining the procurement process through the prequalification of contractors with approved apprenticeship programs.

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We strongly support Introduction 674-2018 and want to see the current apprenticeship threshold for New York City projects lowered, as has been done in other municipalities throughout New York State. We urge you to pass Introduction 674-2018.

Sincerely,

Joseph A. Geiger

Executive Secretary-Treasurer

United Cement Masons' Union

LOCAL NO. 780

OF GREATER NEW YORK AND LONG ISLAND

of the O.P. & C.M.I.A. of United States and Canada

150-50 14TH ROAD, SUITE 4, WHITESTONE, NEW YORK 11357

Phone (718) 357-3750 Fax (718) 357-2057



January 29, 2019

RE: Introduction 674-1028

Dear Legislator:

Please be advised that I write on behalf of the Northeast District Council of Plasterers & Cement Masons.

I write for the purpose of expressing our strong support for New York City Council Introduction 674-2018, which is designed to reduce the threshold value for individual construction contracts and construction-related maintenance contracts covered under the apprenticeship program directive from \$3,000,000 to \$1,000,000.

It is our view that the lowering of the apprenticeship threshold would increase the amount of training received by workers who work on New York City construction projects. Currently, the apprenticeship program directive applies to individual construction contracts and construction-related maintenance contracts over \$3,000,000 that use apprentice-able and construction-related trade classifications. This directive requires that contractors maintain apprenticeship agreements with programs registered with, and approved by, the New York State Department of Labor.

Apprenticeship programs are designed to offer workers the chance to learn a skilled occupation through paid on-the-job training. Apprenticeship programs require that apprentices operate under close supervision of a skilled worker and participate in related classroom instruction on off-duty hours. An appropriate graduated pay scale is maintained to reflect the degree of skill achieved. The more projects that require contractors to follow the apprenticeship requirements will result in a greater demand for workers and will establish a pathway to the middle class.

We submit that having a well-trained workforce would enhance the capacity, efficiency and productivity of all contractors, including but not limited to minority and women owned business enterprises. Participation in these apprenticeship programs are essential in having such businesses succeed. The absence of appropriate apprenticeship programs results in a greater default rate as well as a high rate of disqualification and debarment. Having the apprenticeship programs apply to more projects would help contractors by ensuring a properly trained workforce and aid in the procurement process because of the pre-qualification of contractors with approved apprenticeship programs and thus, would level the playing field.

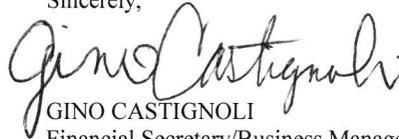
MICHAEL RENDINA *President* • GINO CASTIGNOLI *Fin. Secy/Bus. Manager*
***Business Agents* ROBERT BERTUZZI • EDDIE BARBARIA • FRANK MARTORANO**

Affiliated with the Building Trades Department of the American Federation of Labor, - New York State Building and Construction Trades Council, - Building and Construction Trades Council of Greater New York City and Vicinity, - Nassau and Suffolk Counties Building Trades, - Building and Construction Trades of Westchester and Putnam Counties, - The Bronx, Brooklyn, Manhattan, Queens and Staten Island Boards of Business Agents, - New York State Federation of Labor, - Concrete Trades Alliance of Greater New York, - New York State, Massachusetts, Rhode Island Conference of the O.P. & C.M.I.A., the NorthEast Conference of the O.P. & C.M.I.A. - Building and Construction Trades Council of Rockland County - The Concrete Alliance, Inc.

The projects that are targeted in this proposed legislation already require prevailing wage rates to be paid to all workers. The proposed legislation would result in a well-trained workforce to perform work on New York City construction projects, regardless of pay rate and union or non-union affiliation.

It is our understanding that the apprenticeship threshold have been reduced by other municipalities throughout New York State and would strongly support introduction 674-2018 to lower the current apprenticeship threshold for New York City projects. We would, therefore, strongly urge the passing of this legislation.

Sincerely,

A handwritten signature in cursive script that reads "Gino Castignoli".

GINO CASTIGNOLI
Financial Secretary/Business Manager
Northeast District Council of Plasterers
& Cement Masons

GC:cat



NEW YORK CITY CENTRAL LABOR COUNCIL AFL-CIO

President
VINCENT ALVAREZ

Secretary-Treasurer
JANELLA T. HINDS



MEMORANDUM OF SUPPORT

LEGISLATION INT. NO. 674-2018

TITLE

A Local Law in relation to reducing apprenticeship program directive requirements.

SUMMARY OF PROVISIONS

Mayor's Office of Contract Services would be required to perform a feasibility study on reducing the value thresholds for individual construction contracts under the apprenticeship directive from \$3,000,000 to \$1,000,000, and if recommended and adopted, would be implemented by March of 2020.

JUSTIFICATION

Representing 1.3 million workers across 300 affiliated unions, the New York City Central Labor Council, AFL-CIO, advocates to lift the wages and benefits of all working people in the five boroughs. Introduction No. 674-2018 effectively increases the amount of training received by all workers on New York City construction jobs and lifts the floor on safety and compensation. This legislation is an opportunity for City government to improve standards for working people doing difficult, highly skilled, inelastic jobs; chances are few and far between for a legislative body to have as direct an impact in creating high-road work as when amending value thresholds to induce and incentivize high-road practices.

Reducing the threshold value for individual construction projects will provide opportunities for more training, career advancement, and well-paying jobs. An apprentice works under close supervision to learn a trade, which provides a lifetime skill beyond a simple OSHA 10 or 30 qualification; this also allows for a craft to be nurtured and brought to future job sites, and for a career of employment opportunities. The graduated pay scale of unionized apprentices will also guarantee a salary commensurate with the skills achieved. Most importantly, those New Yorkers who earn high-demand skills through an apprenticeship have a pathway to the middle class and regular skill upgrades through training.

As more New Yorkers have entered apprenticeships through local hire and pre-apprenticeship programs, job sites have come to reflect the diversity of the neighborhoods across New York City. Today, 61.8% of all New York City apprentices are minorities, and the presence of unions and collective bargaining in the construction industry boost the earnings of the City's black community by 83%, or \$152 million per year¹. Fundamentally, a reduction in the threshold of individual construction contracts will improve access and create pathways for New Yorkers to earn more².

Creating opportunities for workers to gain skills and opportunities for growth should be a principle role of government. By inducing the creation of well-paying, safe jobs in the construction industry, Int. No. 674-2018 will positively impact the standards of work and living across the industry.

¹ Mishel, Larry. "The Increased Diversity of New York City Union Construction Employment." Economic Policy Institute. January 19, 2017. <https://www.epi.org/blog/the-increased-diversity-of-new-york-city-union-construction-employment/>.

² Savitch-Lew, Abigail. "City Must Tackle Barriers to Career-Track Jobs in Construction, Advocates Say." *City Limits*. April 17, 2018. <https://citylimits.org/2018/04/17/city-must-tackle-barriers-to-career-track-jobs-in-construction-advocates-say/>.

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. 0674 Res. No. _____

in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Reginald L. Barham

Address: 177-30 Wexford Ter.

I represent: The 400 Foundation, Inc.

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

in favor in opposition

Date: 9/21/19

(PLEASE PRINT)

Name: Jamel Dickerson

Address: 533 Beach 25th Street Far Rockaway NY

I represent: _____

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. 674 Res. No. _____

in favor in opposition

Date: 9/23/19

(PLEASE PRINT)

Name: Alex Gleason

Address: agleason@nycc/c.org

I represent: NYC Central Labor Council

Address: 275 17th Ave

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

in favor in opposition

Date: _____

(PLEASE PRINT)

Name: RYAN MURRAY

Address: _____

I represent: MAYOR'S OFFICE OF CONTRACT SERVICES

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

in favor in opposition

Date: _____

(PLEASE PRINT)

Name: AMY PETERSON

Address: _____

I represent: MAYOR'S OFFICE OF WORKFORCE DEVELOPMENT

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

in favor in opposition

Date: _____

(PLEASE PRINT)

Name: DOUGLAS LIPARI

Address: _____

I represent: MAYOR'S OFFICE OF CONTRACT SERVICES

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. 674 Res. No. _____

in favor in opposition

Date: 9/23/19

(PLEASE PRINT)

Name: Manuel Castro

Address: _____

I represent: New Immigrant Community Empowerment (NICE)

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. 674 Res. No. _____

in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Felice Farber

Address: _____

I represent: GENERAL CONTRACTORS ASSOCIATION

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Charles Bullard

Address: 545 Christopher Ave, Brooklyn, NY, 11212

I represent: Carpenters Union

Address: 395 Hudson St NY

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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in favor in opposition

Date: 9/23/19

(PLEASE PRINT)

Name: Rev. Dr. Kahli C Mootoo

Address: 112 E. 31st Street 10016

I represent: 4000 Foundation / Emanuel AME Church

Address: 37 W 119th Street 10026

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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in favor in opposition

Date: _____

(PLEASE PRINT)

Name: NATHAN PAVAMA

Address: 4015 Hampton St Elmhurst

I represent: NYC DCC

Address: 395 Hudson St Manhattan

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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in favor in opposition

Date: 9/23/19

(PLEASE PRINT)

Name: Carolyn Kossow

Address: 243 West 20th St, New York NY 10011

I represent: Nontraditional Employment for Women

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

[]

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in favor in opposition

Date: 9/23/19

(PLEASE PRINT)

Name: MELISSA SHETLER

Address: _____

I represent: PATHWAYS TO APPRENTICESHIP

Address: 540 PRESIDENT ST. BROOKLYN, NY

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

[]

I intend to appear and speak on Int. No. _____ Res. No. _____

in favor in opposition

Date: _____

(PLEASE PRINT)

Name: ROBIN BROWN

Address: _____

I represent: Rebuilding Together NYC

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

[]

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in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Jalison Powell

Address: _____

I represent: Rebuilding Together 79

Address: 520 8th Ave

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Katie Share

Address: _____

I represent: NYC Carpenters

Address: 395 Hudson Street, 9th Floor NY, NY 10014

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Tynisha Cruz

Address: _____

I represent: Rebuilding Together

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Lowell Barton

Address: _____

I represent: Labarers Local 1010

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

in favor in opposition

Date: 9-23-19

(PLEASE PRINT)

Name: Joyalyn Taylor

Address: 153 Jefferson Avenue

I represent: NYC MWBE Alliance

Address: 153 Jefferson Avenue

Please complete this card and return to the Sergeant-at-Arms

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Greg Waltman

Address: _____

I represent: G-One-Quantum

Address: _____

Please complete this card and return to the Sergeant-at-Arms