



Office of the City Manager

CONSENT CALENDAR

June 30, 2026

To: Honorable Mayor and Members of the City Council

From: Paul Buddenhagen, City Manager

Submitted by: Scott Gillman, Director, Health, Housing, and Community Services

Subject: Extend Term of 2011-2026 Community Workforce Agreement with the Building and Construction Trades Council for City Construction Projects

RECOMMENDATION

Adopt a Resolution authorizing the City Manager to execute a six-month extension to the current Community Workforce Agreement (CWA) with the Building and Construction Trades Council of Alameda County (BTCA) through December 31, 2026.

FISCAL IMPACTS OF RECOMMENDATION

The extension of the term of the CWA will not require additional spending by the City or have an impact on the General Fund.

CURRENT SITUATION AND ITS EFFECTS

On January 18, 2011, with Resolution No. 65,157–N.S, City Council authorized the City Manager to execute a Community Workforce Agreement (CWA) with the Building and Construction Trades Council of Alameda County (BTCA), applying to any City construction project whose value exceeds \$1,000,000. Since that time, the City of Berkeley and BTCA have maintained the agreement, which has been continually renewed with few modifications. In 2015, the City and BTCA agreed to reduce the threshold for covered projects from \$1,000,000 to \$500,000 and narrowed the definition of local hires to include only Berkeley residents.

The current CWA expires on June 30, 2026. In February and March of 2026, staff from the Public Works (PW), Parks, Recreation and Waterfront (PRW), and Health Housing, and Community Services (HHCS) Departments met to discuss the effectiveness of the CWA and determine whether any of its terms merited updates.

City staff representatives from PW, PRW, City Manager's Office, and HHCS met with the leadership of BTCA to discuss the renewal of the CWA on April 13, 2026, and April 27, 2026, and via email in May 2026. The parties have exchanged proposals and engaged in productive discussions but require more time to come to a mutual agreement before presenting the next CWA to City Council.

The Community Workforce Agreement is a Strategic Plan Priority Project, advancing our goal to:

- Provide state-of-the-art, well-maintained infrastructure, amenities, and facilities.
- Foster a dynamic, sustainable, and locally-based economy.

BACKGROUND

The CWA was originally approved on January 18, 2011, with Resolution No. 65,157–N.S authorizing the City Manager to execute a Community Workforce Agreement (CWA) with the Alameda County Building and Construction Trades Council, AFL-CIO and twenty-two labor organizations regarding the provision of union labor to City construction projects in excess of \$1 million dollars for a term of three years. On May 15, 2012, City Council, upon reviewing an analysis of the first year of the CWA, approved the City Manager’s recommendation to maintain the CWA’s \$1 million dollar threshold for publicly funded construction projects for an additional 12 months to allow time to improve the effectiveness of the CWA and evaluate outcomes. Staff completed reports on the effectiveness of the CWA and on June 23, 2015, City Council approved Resolution No. 67,111-N.S. reducing the threshold from \$1 million to \$500,000. Since 2015, City Council has approved three consecutive renewals of the CWA on January 23, 2018, December 15, 2020, and June 27, 2023.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

Extending the term of the current CWA would not have any environmental impacts.

RATIONALE FOR RECOMMENDATION

City staff and the leadership of BTCA have engaged in productive discussions about the next CWA but have not been able to come to a mutual agreement to present to City Council before the June 30, 2026, expiration date of the current CWA.

ALTERNATIVE ACTIONS CONSIDERED

The only alternative is to allow the CWA to expire while staff and BTCA continue to work on a new CWA. This would potentially result in construction contracts moving forward ungoverned by the provisions of the CWA.

CONTACT PERSON

Emily Rose, Community Development Project Coordinator, HHCS, 510-981-7551

Attachments:

1: Resolution

Exhibit A: Side Letter of Agreement

RESOLUTION NO. ##,###-N.S.

EXTENSION OF COMMUNITY WORKFORCE AGREEMENT WITH BUILDING AND
CONSTRUCTION TRADES COUNCIL THROUGH DECEMBER 31, 2026

WHEREAS, since its January 18, 2011, adoption, the Community Workforce Agreement (hereafter CWA) has incorporated community interests by providing Berkeley residents access to quality union jobs with better standards for pay and benefits; and

WHEREAS, the CWA will support the efforts of the City to increase employment opportunities for Berkeley residents, including youth, through apprenticeship and pre-apprenticeship programs; and

WHEREAS, the CWA helps to provide for the peaceful settlement of labor disputes and grievances without strikes or lockouts, thus promoting the public interest in assuring the timely and economical completion of the projects.

WHEREAS, by Resolution No. 65,157-N.S. on January 18, 2011, Council approved the CWA for a term of three years and authorized the City Manager to execute the Agreement with the Alameda County Building and Construction Trades Council (BTCA), AFL-CIO and twenty-two labor organizations regarding the provision of union labor to City construction projects in excess of \$1 million dollars; and

WHEREAS, on June 23, 2015, Council approved Resolution No. 67,111-N.S., reducing the threshold from \$1 million to \$500,000 and authorizing the City Manager to extend the then-current CWA for three years; and

WHEREAS, on January 23, 2018, December 15, 2020, and June 27, 2023, City Council again authorized the City Manager to extend the CWA; and

WHEREAS, on April 13, 2026, and April 27, 2026, City staff and the Alameda County Building and Construction Trades Council met to discuss the terms of the next CWA but have not yet reached an agreement; and

WHEREAS, the current CWA will expire on June 30, 2026.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City Manager is authorized to execute a six-month extension to the current CWA for six months, until December 31, 2026.

Exhibit A: Side Letter of Agreement

**SIDE LETTER FOR THE EXTENSION OF THE
COMMUNITY WORKFORCE AGREEMENT (CWA)
FOR THE CITY OF BERKELEY**

Through this side letter, the parties agree to extend the Community Workforce Agreement, as authorized by the Council of the City of Berkeley on June 30, 2026. This extension remains in effect through December 31, 2026.

Dated: _____

CITY OF BERKELEY

By: _____
Paul Buddenhagen
City Manager

Dated: _____

ALAMEDA COUNTY BUILDING & CONSTRUCTION TRADES COUNCIL

By: _____
Andreas Cluver
Secretary-Treasurer