

From: Edward Evans <[REDACTED]>
Sent: Monday, March 6, 2023 9:56 AM
To: City Council (San Mateo) <CityCouncil@cityofsanmateo.org>
Subject: Please see attached letter for public comment

Dear Mayor Lee and City Council,

Please see Nor Cal Carpenters Union Local 217 attached letter for public comment on tonight's (3/6/23) agenda, item #11. Thank you.

All the best,

Ed Evans

Senior Field Representative/Financial Secretary-Treasurer

Local 217, San Mateo County

Nor Cal Carpenters Union

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"Any time you have an opportunity to make a difference in this world and you don't, then you are wasting your time on earth." Roberto Clemente



CARPENTERS UNION LOCAL 217 SAN MATEO COUNTY

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March 6, 2023

Re: 3/6/23 Agenda Item #11 General Plan Update, “Additional General Plan Policy Direction”.

Dear Mayor Lee and City Council,

We would like to thank the City Council and City Staff for discussing the possibility of including tangible labor standards policy in the Draft General Plan and the Carpenters Union stands in full support of this effort. The Carpenters are honored to play a role in helping to push this issue to the forefront of public discussion with you, as we feel it will benefit all of San Mateo’s current hardworking tradespeople and will also serve to grow the vital construction labor force of tomorrow that will build San Mateo’s future for decades to come.

The two policies and two actions that you will be considering tonight will not only create more economic stability and sustainability within our city, but will provide opportunity, sustenance, and dignity for thousands of households throughout San Mateo. I would like to address them one by one:

- **(Policy) Apprenticeship Programs.** Every thriving city needs more than just jobs – they need pathways to family sustaining careers. While Apprenticeship programs provide that opportunity in general, be aware that not all Apprenticeship programs are equal. It is important to note that there are many imposters masquerading as “Apprenticeship programs” throughout California. Spotting these imposters is easy when you look at their statewide enrollment and even more important, their statewide *graduation rates*. This is why it is imperative that it should be specified that Apprenticeship programs should be only those who are *approved by the California Department of Apprenticeship Standards*. Adding that stipulation would be key toward ensuring that San Mateo’s Apprentice tradespeople are receiving the best training in construction and safety in the state. Another key factor of note is that *Joint-Labor/Management* Apprenticeship programs like Carpenters Training Committee for Northern California (CTCNC), and those of the other organized trades, are *privately funded* and they do not cost a dime of taxpayer money. Better still, our Apprenticeship training programs do not cost the Apprentices anything out of pocket either. We hope that you will consider this important distinction when you finalize the language for the Draft General Plan.
- **(Policy) Local Hiring and a Living Wage.** Along with utilization of *state approved* Apprenticeship programs, local hiring policies and payment of a “living wage” are vital legs in the table of economic and social sustainability. Trade Unions like ours have always believed this. This is why Union halls are referred to as “locals” – because, it is these Union locals that provide a trained workforce that lives in San Mateo and throughout the surrounding county. The concept of a “living wage” can be hard for some

to quantify but again, Unions like the Carpenters can be used as a barometer as “prevailing wage”, which by legal definition is the highest published wage within a geographic area, is always based on Union wages *plus fringe benefits*. While these wages are important for things like paying rents/mortgages, buying groceries, and raising happy families, we cannot overlook the value of the fringe benefits which are amortized within prevailing wage because they account for employer provided retirement plans and most importantly, health care. We feel that the establishment of a local hiring policy and basing a “living wage” on prevailing wage will allow San Mateo’s present and future construction trades workforce to not only live, but thrive here. We also hope that you will consider this when you finalize the language for the Draft General Plan.

- **(Action) First Source Hiring.** The idea of establishing a First Source Hiring program is both laudable and feasible – after all, Unions created it and have perfected it. Through community outreach to the San Mateo Union High School District, the San Mateo County Community College District “Trades Introduction Program (TIP)”, and the county-wide, community based JobTrain program, we are regularly bringing in new members and Apprentices. We think that if the city were to partner with the local school/college districts and consider reaching out to community-based organizations like JobTrain, a viable first source hiring program would be relatively easy to establish, and of course the Carpenters would be willing to participate.
- **(Action) Living Wage Incentives.** We laud and support the city’s maintenance of provisions in the Affordable Housing Commercial Linkage Fee that offer fee reductions to developers who voluntarily enter into Area Standard Wage Participation Agreements with the city.

On behalf of Nor Cal Carpenters Union Local 217, I thank you for your time and consideration and we look forward to working collaboratively with you to build a more economically sustainable future for all San Mateo families.

Sincerely,



Edward Evans
Senior Field Representative

EE/em
OPEIU:29/afl-cio

