35.

By Legislators McCabe and Smith

Intro. No. ___

RESOLUTION NO. ___ OF 2023

AUTHORIZING IMPLEMENTATION OF PROJECT LABOR AGREEMENT FOR MONROE COMMUNITY COLLEGE APPLIED TECHNOLOGY CENTER – S.T.E.M. ADDITION PROJECT

BE IT RESOLVED BY THE LEGISLATURE OF THE COUNTY OF MONROE, as follows:

Section 1. The implementation of a Project Labor Agreement is hereby authorized for the benefit of the Monroe Community College Applied Technology Center – S.T.E.M. Addition Project.

Section 2. The County Executive, or his designee, is hereby authorized to take such necessary action as is required to insure that the work on the Monroe Community College Applied Technology Center – S.T.E.M. Addition Project is carried out in accordance with the terms of the Project Labor Agreement and, in the event of a court order prohibiting the implementation of the Project Labor Agreement, to take such action as is necessary to progress the work without delay, including the letting of further or additional contracts necessary to complete the Project.

Section 3. This resolution shall take effect in accordance with Section C2-7 of the Monroe County Charter.

Environment & Public Works Committee; June 29, 2023 - CV: 7-0
Ways and Means Committee; June 29, 2023 - CV: 10-0
File No. 23-0197

ADOPTION: Date: _____ Vote: _____

ACTION BY THE COUNTY EXECUTIVE

APPROVED: _____ VETOED: _____

SIGNATURE: _____ DATE: _____

EFFECTIVE DATE OF RESOLUTION: _____

Office of **the County Executive**

Monroe County, New York

Adam J. Bello
County Executive

June 9, 2023

To The Honorable
Monroe County Legislature
407 County Office Building
Rochester, New York 14614

Subject: Authorize Implementation of a Project Labor Agreement for the Monroe Community College Applied Technology Center - S.T.E.M. Addition Project

Honorable Legislators:

I recommend that Your Honorable Body authorize the implementation of a Project Labor Agreement ("PLA") for the Monroe Community College Applied Technology Center - S.T.E.M. Addition Project.

Your Honorable Body approved funding for the project by Resolution 227 of 2022 and the contract for professional design services by Resolution 9 of 2023. The 2021 Monroe Community College ("MCC") Facilities Master Plan included a recommendation to relocate the existing Applied Technology Center ("ATC") on W. Henrietta Road to the Brighton Campus in order to better integrate its technical programs with academic and S.T.E.M. programs currently available at the Brighton Campus. In addition, there are significant deferred maintenance costs at the existing ATC site. Avoiding these costs, as well as placing the ATC on the Brighton Campus, provides an opportunity to improve efficiency of campus staffing and facility maintenance efforts. Finally, locating the ATC on the Brighton Campus enables growth in emerging highly technical fields such as optics.

A PLA will provide uniform work conditions, cost savings, maximum labor-management harmony, and comprehensive protection against work disruptions arising out of labor disputes. An economic benefits analysis performed by Seeler Engineering, P.C. indicates that the PLA for the Project may result in an estimated cost savings of $2,187,100. The benefits of such an agreement are outlined in the Benefits Analysis Report, which is on file in the Office of the Clerk of the Monroe County Legislature.

The terms of the PLA have been negotiated with the trade unions by Monroe County, Seeler Engineering, P.C. and the project construction manager, The Pike Company. The PLA will be executed between The Pike Company as construction manager, and the trade unions.

The specific legislative actions required are:

1. Authorize the implementation of a Project Labor Agreement for the benefit of the Monroe Community College Applied Technology Center - S.T.E.M. Addition Project.

2. Authorize the County Executive, or his designee, to take such necessary action as is required to insure that the work on the Monroe Community College Applied Technology Center - S.T.E.M. Addition Project is carried out in accordance with the terms of the Project Labor Agreement and, in the event of a court order prohibiting the implementation of the Project Labor Agreement, to take such action as is necessary to progress the work without delay, including the letting of further or additional contracts necessary to complete the Project.

This action is a Type I Action under the New York State Environmental Quality Review Act ("SEQRA"). Pursuant to Resolution 226 of 2022, the Monroe County Legislature issued a Negative Declaration for this action. No further action under SEQRA is required.

This PLA will have no impact on the revenues or expenditures of the current Monroe County budget.

I recommend that this matter be referred to the appropriate committees for favorable action by Your Honorable Body.

Sincerely,

Adam J. Bello
Monroe County Executive

REPORT
PROJECT LABOR AGREEMENT
BENEFIT ANALYSIS

MONROE COUNTY
MONROE COMMUNITY COLLEGE ATC BUILDING PROJECT
BRIGHTON, NEW YORK

MAY 5, 2023

Prepared By
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Section 1 – Executive Summary

1.1 Background

Project Labor Agreements (PLAs), utilized in the private sector for many years, are recognized as a tool used to facilitate the cost effective and timely completion of major construction projects. The PLAs serve these objectives by providing cost savings, uniform working conditions, a stable labor environment, and comprehensive protection against work disruptions arising from labor disputes.

In March of 1993, the U.S. Supreme Court held that a governmental entity, when it is acting in its proprietary capacity as owner or manager of property and is participating in the construction industry marketplace much as a private employer, can utilize a PLA without conflicting with federal law. On March 28, 1996 the New York State Court of Appeals determined State Law allows the use of PLAs on publicly owned projects. In that case, involving the repair and refurbishing of the Tappan Zee Bridge, the Court emphasized the need for the PLA to foster the dual purposes underlying the State's various competitive bidding laws: (1) protecting public fisc and (2) avoiding favoritism, fraud or corruption. For additional details, see New York State Chapter, Inc. v. New York State Thruway Auth., 88 N.Y.2d 56, 643 N.Y.S.2d 480 (1996) (sometimes referred to as the "Tappan Zee" case).

The Courts place great emphasis on the importance of potential cost savings to the public through the use of a PLA. This was clearly the message when the Court rejected employing a PLA in a companion case involving the Roswell Park Cancer Institute in Buffalo. In that case, the Courts prohibited the use of a PLA because of insufficient evidence that the Dormitory Authority intended it as a cost saving device.

As set forth in Section 222 of New York State Labor Law, a state agency or any political subdivision thereof having jurisdiction over a public works project may require a contractor to enter into a PLA when the agency determines that its interest is best met with application of a PLA that:

1) obtains the best work at the lowest price in the construction process;

2) prevents favoritism, fraud and corruption; and

3) is based on other factors such as the impact of delays, the possibility of cost savings advantages and history of labor unrest in the area.

Monroe County (the County) is in the process of procuring construction contracts for the Monroe Community College (MCC) Applied Technologies Center (ATC) Building Project (the Project). The Project has an estimated construction cost of approximately $52.6 million. Based upon the scope and schedule for this Project and consistent with New York State Labor Law Section 222, the County is considering the use of a PLA.

LaBella Associates, on behalf of Monroe County retained Seeler Engineering, P.C. (Seeler), an independent consultant experienced in the development and implementation of PLAs, to conduct a thorough analysis of the costs/benefits of a PLA for this Project. In preparing this report, Seeler evaluated the key aspects of the Project scope to assess areas of potential costs/benefits against PLA terms and conditions successfully

negotiated in previous agreements in the area. The results of this independent study will serve as the basis for the final decision regarding the use of a PLA for this Project.

1.2 The MCC ATC Building Project

Monroe Community College, a public community college in Monroe County, currently has an undergraduate enrollment exceeding 9,000 students spread across two campuses; the main campus located in Brighton, and the downtown campus in the City of Rochester. The Monroe Community College Applied Technologies Center Building Project will include the demolition of existing Building 9a, the construction of a new 80,000 square-foot (SF) building space and the renovation of 15,000 SF of existing building space to provide for new general automotive labs, heating, ventilation and air condition (HVAC) labs, fabrication labs, refrigeration and solar thermal labs, machining labs, a CNC lab, a metrology lab, a computer lab, associate offices and conference rooms. The new building space will replace an outdated existing ATC facility which is currently separated from the main campus and more effectively connect ATC students with the college's existing Science, Technology, Engineering and Mathematics (STEM) programs. The Project also calls for renovations and new construction of approximately 25,000 SF to house laboratories that will safely accommodate the precision equipment and instructional classrooms meeting new State University of New York (SUNY) requirements for the Optical Technologies Program. The Project will also include site work, parking reconfiguration, modifications to the existing drop-off loop, and courtyard renovations, and the construction of a new 10,000-SF pole barn for general storage. The scope of the Project also includes the relocation and re-installation of equipment (tools and machinery, large and small) currently housed in the teaching labs in the existing ATC facility.

1.3 Our Study

This study includes an assessment of the economic and non-economic considerations of a PLA. Seeler analyzed the existing applicable area Collective Bargaining Agreements (CBAs) of 17 labor craft unions (with 22 agreements). The labor craft union bargaining agreements would govern construction on the Project in the absence of a PLA. Seeler's study identifies Project components where the use of a PLA can result in a reduced total Project labor cost.

Given the nature and size of this Project, as well as the make-up of the market, we would expect, in the absence of a PLA, on a dollar basis, the percent of successful unionized contractors and sub-contractors covered by one or more of the applicable CBAs to be a minimum of 65 percent. This projection is based upon the author's review of projects recently executed in the Rochester Region (the Region), as well as an understanding of the construction labor supply and demand in the Region, the size of the Project, the nature and makeup of contractors in the Region who routinely execute this type of work, and previous projects constructed in the Region with and without PLAs. We do not anticipate that a project of this size and nature would draw the interest of contractors from outside the Rochester Region.

1.4 Summary

Project cost savings estimated for the Project were prepared based upon contract provisions routinely negotiated into PLAs in the Region and are summarized below.

1.4.1 Project Cost Savings: Labor

We estimate that a PLA could result in savings of $391,500 or approximately 2.9 percent of the projected cost of labor for the entire Project (estimated at $13,673,900). Cost savings attributed to each potential change in current CBAs are presented below.

Item No.	Provision		Savings
1	Flexible Shift Start Times	$	25,100
2	Industry Funds	$	11,400
3	Union Apprentice Ratios	$	37,900
4	Non-Union Apprentice Program	$	86,200
5	Guaranteed Pay	$	32,800
6	No Holiday Pay	$	39,900
7	Shift Work	$	5,900
8	Offsite Fabrication	$	30,000
9	Work Break Time Reduction	$	51,900
10	Wage Concessions	$	18,800
11	Management Rights	$	85,500
12	Rochester Careers in Construction	$	(33,900)
	Total Savings	**$**	**391,500**
	Total Labor Cost	$	13,673,900
	Total Savings Percentage		**2.9%**
	Total Construction Cost	$	52,603,700

1.4.2 Project Cost Savings: Wicks Law Exemption

Use of a PLA exempts the Project from the requirements of the Wicks Law. While not directly related to labor cost reductions, the ability to implement the Project without the requirement to follow the Wicks Law has shown significant Project cost reduction from improved coordination during scoping prior to bid and corresponding reduction in additional specific claims for missing scope and unanticipated schedule delays. We anticipate that the benefits of exemption from the Wicks Law are definable and would be effective when applied to this Project. Project cost savings are estimated to be approximately $1,795,600. The benefits of Wicks Law Exemption and the savings related are discussed further in Section 5 of this report.

1.4.3 Project Cost Savings: Total

We estimate, therefore, that total savings from labor cost reductions and the Wicks exemption could exceed $2,187,100 for a total Project construction cost of $52.6 Million, which is approximately a 4.2 percent savings on overall construction cost.

1.4.4 Non-Economic Considerations

Labor Harmony

PLAs can help avoid the costly delays of potential strikes and other disruptions arising from work disputes to ensure a timely project completion with a prohibition on strikes and other forms of job actions. PLAs can also expand worker harmony through the use of uniform work rules that reduce

conflicts, uniform rules for settlements of disputes, and clear procedures for resolution of jurisdictional claims and disputes. During the planned construction period, 17 of the 22 craft agreements are set to expire. Long, disruptive job actions have not been noted in recent history, however, recent activity indicates that labor attitudes are beginning to change. We therefore assess risk of job actions that would significantly impact the planned Project to be moving from low to moderate.

Equal Opportunity and Workforce Training Objectives

Other benefits not easily translated into economic savings include enhanced workforce diversity and training objectives. Project specific objectives consistent with countywide policies and objectives are anticipated for this Project, although numerical goals relating to workforce diversity have not been established. Recent County projects implemented using a PLA have established a contribution to Rochester Careers in Construction, Inc., a New York not-for-profit corporation. The program, funded by this contribution, is directed at recruitment, development and training of minorities and women to enter the construction trades as a career as well as for more immediate employment on each project. Participation in this program is consistent with the long-term County objectives of enhancing diversity in the construction industry and providing long-term employment opportunities for minorities and women and is complementary to the apprentice training pilot program recently announced by the County. This feature adds $33,900, the equivalent of $0.15/hour for each projected hour to be worked, to the cost of the Project. Use of a PLA would also provide access to qualified contractor apprentices who would otherwise have none. This access is considered a cost saving benefit and is addressed further in the cost savings section of this report.

Minority/Women Business Enterprise participation

Minority/Women Business Enterprise (M/WBE) participation in the Project is also an important objective. Project specific M/WBE goals of 12 percent minority and three precent women are anticipated for this Project. Union affiliation in the M/WBE business sector in the Rochester Region is not uniform for all crafts or trades. A PLA could incorporate language addressing the unique challenges and needs faced by M/WBE contractors and, therefore, could be considered a benefit if such terms are incorporated into an agreement.

Section 2 – Project Description

2.1 Scope

The Monroe Community College Applied Technologies Center Building Project will construct a new state-of-the-art ATC Building at the Brighton campus as well as renovate/expand existing campus Building 9 to provide additional space for the programs. The new building will replace an outdated facility and more effectively connect ATC students with the college's existing STEM programs.

The Project will include the demolition of existing Building 9a, the construction of a new 80,000 square-foot (SF) building space and the renovation of 15,000 SF of existing building space to provide for new general automotive labs, heating, ventilation and air condition (HVAC) labs, fabrication labs, refrigeration and solar thermal labs, machining labs, a CNC lab, a metrology lab, a computer lab, associate offices and conference rooms. Relocation and re-installation of equipment (tools and machinery, large and small) currently housed in the teaching labs in the existing ATC facility is within the scope of the Project. The Project also calls for renovations and new construction of approximately 25,000 SF to house laboratories that will safely accommodate the precision equipment and instructional classrooms to meet new State University of New York (SUNY) requirements for the Optical Technologies Program and will include site work, parking reconfiguration, modifications to the existing drop-off loop, and courtyard renovations. The construction of a new 10,000-SF pole barn for general storage is also part of the project scope.

It is anticipated that the Project will be divided into two contracts. The first contract will be the demolition contract and will focus on the demolition of the existing Building 9a. The second contract will contain the remaining scope of the Project.

2.2 Schedule

A preliminary construction schedule has been established for the Project and is included as Appendix A. While the overall Project construction duration is projected to be 34 months, the Project will be separated into two contracts. The Demolition contract will begin in October of 2023 with all work substantially completed by the end of January 2024. The construction of the ATC building and all other Project work is anticipated to start in late-July 2024 with all work to be substantially completed by mid-July 2026 for a duration of approximately 24 months.

As this is a new campus building, it is anticipated that the contractor will have complete control of the Project and schedule. The contractor will also have complete control over the demolition of the existing building as it its currently vacant. The renovation of the existing Building 9 space will have limited need for second or third shift work, effectively limited to some utility interconnection between the new and existing building. It is also anticipated that there will be no limits on construction activities so long as students and faculty are not impacted. Regardless, construction activities conducted in and around the area will require careful planning and scheduling to provide a safe working environment as well as avoid unintended consequences or disruptions. The 24-month scheduled construction period for the construction of the new ATC building allows construction to proceed with two summer seasons and is considered sufficient time to complete construction activities without significant use of unique work schedules requiring labor premiums.

2.3 Construction Costs

The Project team has prepared a preliminary Project cost estimate. The total construction cost for the Project is estimated at $52.6 million. A copy of the estimate is included in Appendix B.

Section 3 – Estimate of Craft Labor Needs

3.1 Craft Labor Breakdown

Nineteen craft labor unions would represent the construction industry in the Region. A complete listing of the unions is presented on Table 1. Of this number, 18 craft labor unions with 23 agreements would have active involvement in the work planned for the Project, and includes the Carpenters (separate agreements covering Building and Heavy & Highway work), Bricklayers (separate agreements covering Building and Heavy & Highway work), Cement Masons, Electrical Workers, Glaziers, Heat & Frost Insulators, Iron Workers, Laborers (separate agreements covering Building and Heavy & Highway work), Millwrights, Operating Engineers (separate agreements covering Building, Heavy & Highway and Technical work), Painters, Plasterers, Plumbers & Steamfitters, Roofers, Sheet Metal Workers, Sprinkler Fitters, Teamsters (Heavy & Highway only) and Elevator Constructors. The work included in this study is subject to both Building and Heavy & Highway agreements for those trades where separate agreements for Building and Heavy & Highway work have been established. Trades which have separate agreements for Building and Heavy & Highway work include the Carpenters, Bricklayers, Laborers, Operating Engineers and Teamsters. It is important to note that the Elevator Constructers are expected to have involvement on this Project. The Elevator Constructors typically do not participate in PLA agreements with the exception of the No Strike, Jurisdictional Dispute, and Dispute Resolution Clauses. Therefore, no savings associated with the Elevator Constructors have been reflected in this analysis. As such, there are effectively 17 applicable crafts with 22 agreements that would have involvement in a PLA on this Project.

Table 2 includes work area labor breakdowns for the Project. This analysis estimates that just over 225,800 craft labor hours will be required to complete construction work for the Project. Demand for craft labor will be immediate upon initiation of the construction activities.

In the absence of a PLA, we would expect, on a dollar basis, the percent of successful unionized contractors and sub-contractors covered by one or more of the applicable CBAs to be a minimum of 65 percent. These projections are based upon the author's in-depth knowledge of construction labor supply and demand in the Rochester Region, as well as the size of the Project, and the nature and makeup of contractors in the Region who routinely execute this type of project. We do not anticipate that a project of this size and nature would draw the interest of contractors from outside the Rochester Region.

As such, our Detailed Cost Savings Calculations (Appendix C) contained in this report are based on the projections that 65 percent of the Project would be executed by unionized contractors.

3.2 Projected Labor Costs

Seeler projected labor costs for the Project utilizing applicable journeyman wage and benefit rates. The craft labor cost for the Project is estimated at $13,673,900 or 26.0 percent of the anticipated construction cost, with the actual percentage varying on individual components from 20 to 50 percent.

Section 4 – Summary of Existing Agreements

4.1 Existing Agreements

Seeler has developed a comparative analysis of the 17 applicable crafts with 22 agreements. The crafts analyzed are the Carpenters (separate agreements covering Building and Heavy & Highway work), Bricklayers (separate agreements covering Building and Heavy & Highway work), Cement Masons, Electrical Workers, Glaziers, Heat & Frost Insulators, Iron Workers, Laborers (separate agreements covering Building and Heavy & Highway work), Millwrights, Operating Engineers (separate agreements covering Building, Heavy & Highway and Technical work), Painters, Plasterers, Plumbers & Steamfitters, Roofers, Sheet Metal Workers, Sprinkler Fitters, and Teamsters (Heavy & Highway only). The work included in this study is subject to both Building and Heavy & Highway agreements for those trades where separate agreements for Building and Heavy & Highway work have been established. Trades which have separate agreements for Building and Heavy & Highway work include the Carpenters, Bricklayers, Laborers, Operating Engineers and Teamsters. Significant aspects of each of the 22 agreements are summarized in Table 3. The intent of the review is to identify areas of improvement that may be realized through the use of a PLA to achieve potential Project labor cost reductions. A brief synopsis of the terms of the existing agreements is presented below.

4.1.1 Contract Duration/Expiration Date

Contract durations range from one to five years, with nearly half of the agreements established at a five-year duration. Seventeen of the 22 applicable agreements are set to expire at the start or during the planned Project construction period and will require renewal. Those agreements are:

- Bricklayers (Building) – 4/30/2025
- Carpenters (Building) – 5/31/2026
- Carpenters (Heavy & Highway) – 4/30/2025
- Cement Masons – 6/30/2026
- Electrical Workers – 5/25/2025
- Glaziers – 4/30/2025
- Heat & Frost Insulators – 5/31/2025
- Iron Workers – 6/30/2024
- Laborers (Building) – 4/30/2024
- Laborers (Heavy & Highway) – 6/30/2026
- Operating Engineers (Technical) – 3/31/2026
- Plasterers – 3/31/2026
- Plumbers & Steamfitters – 4/30/2025
- Roofers – 6/1/2024
- Sheet Metal Workers – 4/28/2024
- Sprinkler Fitters – 3/31/2025
- Teamsters (Heavy & Highway) – 3/31/2024

Should there be any significant disruption during contract renewal negotiations, the objective of completing all Project components on time could be jeopardized.

4.1.2 Regular Work Hours/Regular Work Day

Regular work hours/work day designations are not consistent between agreements. Although all agreements standardize on a five-day, 40-hour work week, many agreements allow four 10-hour days as an alternative to the extent permitted by law and/or with notification to the union. Specific start and quitting times are not consistent between the unions; however, they do state that the hours must be consecutive with a one-half hour lunch.

4.1.3 Overtime

All agreements provide time and a half pay for overtime work on weekdays and Saturdays, and two times pay for Sundays and holidays.

4.1.4 Guaranteed Pay

All of the agreements except the Heat & Frost Insulators and Ironworkers require two or more hours pay for reporting in at their designated hourly rate. Ironworkers require $35 per hour for the first two hours if the employee shows up and no work is provided due to weather or other means not controlled by the employer and the Heat & Frost Insulators do not address the issue at all. Some agreements require payment only if the event is not controlled by the employer, while others require it regardless. The Operating Engineers essentially guarantee a minimum of three full days of pay once the work week begins regardless of the hours actually worked. In some instances, these guarantees can be as much as 40 hours. All of the unions allow Saturdays as a make-up day at straight time pay for weather related delays.

4.1.5 Shift Work/Single Irregular Shifts

The agreements vary regarding shift work. Haft of the agreements shorten the hours worked for the second and third shift (7.5 hours for the second shift and 7 hours for the third shift) but require eight hours of pay when three shifts are worked. Other agreements carry hourly premiums ranging from seven to 17.3 percent for second shift and ten to 31.4 percent for third shift but require the full eight hours of work. The Plasterers and Roofers CBAs do not specify shift premiums. The Glaziers and Painters specify a $2.00 premium for all shifts that start prior to 6:00 am or after 12:00 pm. Additionally, the Carpenters (Heavy & Highway), Glaziers, Heat & Frost Insulators, Iron Workers, Laborers (Heavy & Highway), Operating Engineers (Heavy & Highway), Painters and Sprinkler Fitters specify a night shift, or single irregular shift premium for any shift that has a starting time outside the normal working hours. These premiums range from $1.75 to $5.72 above the applicable rate.

4.1.6 Holidays

The agreements vary on holiday pay. All unions standardize on six recognized holidays: Christmas, New Years, Thanksgiving, Labor Day, Memorial Day and Independence Day. Current agreements do not address Martin Luther King Day or Juneteenth, however as agreements are renegotiated it is anticipated that these holidays will be added. The Carpenters (Heavy & Highway), Laborers (Heavy & Highway) and Operating Engineers (all) receive a paid day off of work, however the requirements vary by agreement. The Laborers (Heavy & Highway) and Operating Engineers (Heavy & Highway and Technical) must work one day before and one day after the designated holiday. The Carpenters (Heavy & Highway) must also work one day before and one day after, however they only receive holiday pay for the 4th of July and Labor Day. The Operating Engineers (Building) must work five days before and one day after the designated holiday.

4.1.7 Apprentice Ratios

The ratios vary and change with the number of Journeymen at the site. For example, many unions allow the first Apprentice with the first Journeyman. While one Apprentice is usually allowed initially, once staffing grows beyond a small labor force, the following ratios have been established:

Journeyman/Apprentice Ratio	Number of Agreements
1/0	1
2/1	3
3/1	13
3/2	1
4/1	3
5/1	1

4.1.8 Mileage and Parking

Most agreements do not address mileage reimbursement. Some agreements, such as the Bricklayers (Building) require mileage to be paid at the current IRS rate when traveling from job to job using a personal vehicle. Other agreements, such at the Electrical Workers have similar requirements.

4.1.9 Off-Site Fabrication

Off-site fabrication rules vary from agreement to agreement. Some do not address the issue at all. Other crafts, such as the Carpenters, require that any form work which could be done on the job site, or adjacent to the job site, be done there and the terms of their agreement shall apply. Other crafts, such as the Plumbers & Steamfitters, have similar language that could restrict flexibility in the use and selection of off-site fabricators.

4.1.10 Management Rights

Most existing agreements do not contain a "Management's Rights" clause which would give contractors greater flexibility to control and manage the Project work, including control of the level of staffing and control/selection of key personnel such as the Foreman.

4.2 Labor Unrest

In accordance with Section 222 of New York Labor Law, we reviewed the general labor climate in upstate New York State (excluding New York City and Long Island). While construction trade unions have generally avoided participation in work stoppages, they have been active in organizing picketing activities across the state to raise awareness of construction labor issues in the area. Our review revealed a mixed picture.

4.2.1 Labor Unrest Statewide

- In March of 2022, the Carpenters Local 277 picketed in Johnson City during an announcement for a $30 million mixed-use E-J Victory conversion project over a subcontractor allegedly conducting illegal activities including falsely classifying workers and paying workers in cash.
- In 2019 over 70 demonstrations took place by the Operating Engineers alone across New York. The demonstrations included the use of banners and other visuals.

- In October 2019, the Upstate New York Operating Engineers Local 158 picketed with "Scabby the Rat" to protest a subcontractor on the North Campus Residential Expansion Project at Cornell University for paying its workers substandard wages. Demonstrations in the town of Schodack over the use of a non-local contractor for site preparations for the new Amazon warehouse also included the use of three large inflatable rats.

- In August of 2019, the Greater Capital Region Building & Construction Trades Council held a rally outside the construction site for the Hyatt Place Hotel in downtown Albany over the use of non-unionized laborers, despite the developer receiving millions of dollars in tax incentives. The local unions had been protesting for 50 days straight at the time of the rally.

- In August 2018, Tompkins-Cortland Building & Construction Trades Council union members picketed to draw public attention to the lack of local building trades involved in construction of the Maplewood student housing complex at Cornell University.

- In May of 2018, the Carpenters picketed at the $20 million state-subsidized Electric City Apartments construction project over the use of non-union labor being paid far less than the prevailing wage.

- In January of 2018, a dispute lasting over one year was settled between the Capital Region construction trades and the Albany Hilton Hotel over the use of non-union contractors and payment of substandard wages.

- Several years ago, the Buffalo Building and Construction Trades Council received a favorable ruling from the courts establishing a "two-minute" rule that sets a precedent for the amount of time picketers could take to cross a project site entrance. The ruling delays entry to the project site by two minutes for every vehicle entering or leaving. Such actions could have significant impact on project productivity as demonstrated in January of 2018 by members of the Carpenters Union and Laborers Union who picketed outside the Ellicott Development Company site in Buffalo because contractors from Buffalo and Rochester did not pay the area standard wage. The dispute was settled after three weeks of project slowdown and delay. Cost impacts to the project have not yet been determined.

4.2.2 Regional Labor Unrest

There have been no significant strikes in the Rochester Region in recent years. Labor unrest has been somewhat rare over the past few years due to an uptick in demand for labor although periodic lulls in have been met by increased picketing activities, primarily due to the issue of contractors using non-local labor when locals are out of work in sizeable numbers. There have only been three notable incidences of labor unrest among the construction trades going back to 2015.

- In September of 2022, a bargaining unit of the International Union of Operating Engineers Local 158 representing the Plumbers, Electricians and Carpenters at the University of Rochester engaged in difficult, protracted contract negotiations. A contract settlement was reached on October 24th but not without the threat of strike, with notice being filed with the National Labor Relations Board (NLRB).

- In May of 2021, labor unions protested outside a Monroe County Economic Development Agency meeting against Amazon's proposed blanket waiver for the construction of the Amazon facility in Gates which would wave part of a local labor requirement for building the multi-million square foot facility.

- In 2018 there were picketing activities organized by the Carpenters including an event in April where members of the Northeast Regional Council of Carpenters Local 276 picketed against Hewitt Young Electric in Rochester for using an out of the area non-union carpentry contractor for their office renovations.

4.2.3 Labor Employment/Unemployment Statistics

Current overall unemployment in the Region, as reported by the NYSDOL's Local Area Unemployment Statistics Program (LAUS), is around four percent, with the current rate of construction unemployment slightly higher, at eight percent or approximately 1,850 unemployed workers in a construction labor force of 23,000 persons. Historically, the rate of construction unemployment in the Rochester Region has remained roughly double the rate of overall unemployment. According to the US Census Bureau's 1-year American Community Survey, the unemployment rate among construction industry workers within the Region stood at 9.6 percent in 2021, similar to numbers seen in 2020 when construction stoppages associated with restrictions in response to the COVID-19 pandemic where in effect. The COVID-19 pandemic and associated economic shutdown in New York State contributed to the largest employment decline in recent history, however, a strong stimulus-induced recovery has been underway for several months. Data for 2022 are not yet available, but it is expected that these numbers will reflect the recovery underway.

The Region, like most areas of New York State and the United States, has looming labor shortages in most of the skilled trades due to aging of the workforce and lack of new skilled laborers entering the workforce. The share of older workers 55 and over in the Region has more than doubled in recent years, from 12.0 percent in 2007 to 24.2 percent in 2022. The aging construction labor force is a concern for future projects. Currently, there are not enough graduates of local job training and apprenticeship programs to offset retirements.

An examination of the Dodge Data & Analytics database for projects currently in the bidding or construction stage in the Rochester region, including Livingston, Monroe, Ontario, Orleans, Wayne and Yates County shows that there are approximately 108 educational building projects reported over the last three months with a total value of $574 million, reflecting the current economic development efforts in the Region.

Given the recent post-COVID increase in construction spending in the Region and the labor requirement associated with pending projects that have intentions to award work, construction unemployment has the potential to be reduced significantly. It is also important to note many upcoming large-scale projects in nearby regions, including the $1.4 Billion Buffalo Bills Stadium, the $100 Billion Micron chip plant and the $2.3 Billion I-81 Viaduct Project in Syracuse, and the $600 Million Albany Port Project will require heavy demand for construction labor and will likely draw from the surrounding regions including Rochester. Demands for specialty or skilled trades are already high within the Region. Current economic growth in the Region will continue to increase demand on the overall labor force.

4.2.4 Summary

The Rochester Region trades are noted to be advocates for the use of local union labor as evidenced by recent job site demonstrations. The trades will continue to actively advocate for the employment of local, union labor. Various types of project site demonstrations such as bannering, hand billing, and picketing are likely to become more common occurrences as the labor market tightens. Strikes of any significant duration, however, are not yet expected in the near term. Given the regional recent labor unrest in the past year, however, the potential for disruption over the life of this Project is increasing. We therefore assess risk of job actions that would significantly impact the planned Project to be moving from low to moderate.

Section 5 – Economic Considerations

5.1 General

We conducted an analysis of potential cost savings for the Project utilizing the projected labor craft hours, wage rates currently in effect, and contract provisions routinely negotiated into other PLAs in the Rochester Region. Given the nature and size of this Project, and the make-up of the market, in the absence of a PLA, we would expect, on a dollar basis, the percentage of successful unionized contractors and sub-contractors covered by one or more of the applicable CBAs to be a minimum of 65 percent. These projections are based upon the author's review of projects recently executed in the Rochester Region, as well as an understanding of the construction labor supply and demand in the Region, the size of the Project, the nature and makeup of contractors in the Region who routinely execute this type of project, and previous projects constructed in the Region with and without PLAs.

As mentioned in the previous section, the Elevator Constructers are expected to have involvement on this Project. The Elevator Constructors typically do not participate in PLA agreements with the exception of the No Strike, Jurisdictional Dispute, and Dispute Resolution Clauses. Therefore, no savings associated with the Elevator Constructors has been reflected in this analysis.

5.2 Labor Cost Savings Attributed to the Use of a PLA

Labor cost savings estimated for the Project were prepared based upon contract provisions routinely negotiated into PLAs in the Region. The potential for economic savings for each contract provision is discussed below.

5.2.1 Flexible Shift Start Times

A PLA could provide flexibility for the contractors/subcontractors to set start times between the hours of 6 a.m. and 9 a.m. and use special shift start and finish times to fit the needs of the assignment, phase of the Project and requirements/schedule of campus operations. This would give the contractor the ability to schedule the workday to maximize productivity. Increased productivity with the flexibility of start times is estimated to translate into approximately one hour per week per person productivity gained. This analysis assumes that the productivity gained through the coordination of start times would only be needed for work elements of the Electrical Workers, Plumbers & Steamfitters, Sheet Metal Workers and Sprinkler Fitters related to the Plumbing, Fire Protection, HVAC, and Electrical components of the Project. Savings resulting from the implementation of flexible shift start times is therefore estimated to be approximately $25,100.

5.2.2 Industry Fund Payments

A PLA could limit the workers' pay to base wages and fringe benefit payments as published in the prevailing wage schedules. This, in turn, would avoid collectively bargained payments, such as Industry Promotion Funds, which are in excess of those required by/for public works projects. The applicable trades specify an Industry Fund payment ranging from $0.00 to $0.29 per hour worked. Based on anticipated labor loadings, it is projected that savings from this provision would be approximately $11,400.

5.2.3 Union Apprentice Ratios

A PLA could agree to apprentice ratios equal to or better than those set by the New York State Department of Labor. PLAs in other regions of upstate New York have set apprentice ratios of 2 to 1 or better. A reduction in labor cost would be realized by moving several of the crafts to this ratio. We have applied this projection only to union employers (65 percent) and assumed apprentices on average would be in the second or third year of their apprentice program, representing approximately 70 percent of the wages earned by journeymen. We have projected that crew sizes large enough to utilize apprentice ratios to their fullest without impacting worker safety or Project quality would represent approximately 20 percent of the projected union labor hours for all crafts. Based on anticipated labor loadings, it is projected that savings from this provision would be approximately $37,900.

5.2.4 Non-Union Apprentice Program Participation

A PLA could provide access to a qualified pool of apprentices for non-union contractors otherwise not available. This provision allows non-union contractors (who do not have state approved apprentice programs) to obtain qualified apprentices through the referral process and thus lower overall crew labor cost. We have applied this projection only to non-union employers (35 percent) and assumed apprentices on average would be in the second or third year of their apprentice program, representing approximately 70 percent of the wages earned by journeymen. We have projected that crew sizes large enough to utilize apprentice ratios to their fullest without impacting worker safety or Project quality would represent approximately 20 percent of the projected non-union labor hours for all crafts and would also implement an apprentice ratio of 2 to 1 or better. Based on anticipated labor loadings, it is projected that savings from this provision would be approximately $86,200.

5.2.5 Guaranteed Pay

A PLA could eliminate guaranteed pay in its entirety and replace it with a travel allowance equivalent to one hour's pay. Standardizing on this provision for all trades and assuming one event per year for a total of two events during the Project results in an estimated savings of $32,800.

5.2.6 Holiday Pay

A PLA could eliminate the requirement of holiday pay for the Carpenters, Laborers, and Operating Engineers. Our analysis assumes eight applicable holidays for the duration of the Project. Our analysis also assumes Project shutdown over Christmas and New Year's Day; therefore, they were excluded from the savings calculations. It should also be noted that current agreements do not identify either Martin Luther King Day or Juneteenth and thus do not impact savings estimates, however, as agreements evolve these could be included and therefore subject to no pay terms. The total estimated savings is $39,900.

5.2.7 Shift Work

A PLA could reduce applicable shift premiums by standardizing on a five percent premium for second shift and a 10 percent premium for third shift with no reduction in the hours worked (i.e. eight hours of work for eight hours of pay) when premiums are required by applicable CBAs. Based on the anticipated scope and schedule, it is anticipated that a contractor will have limited use of a multiple shift operation throughout the Project to facilitate any work that may need to be conducted during off-campus hours to limit interference with the students and faculty. We anticipate these efforts to

represent a relatively small portion of the work. Our analysis assumes ten percent of the total hours related to this work would be performed on a multiple shift schedule. Of that, 40 percent would be conducted on a second shift. As such, standardizing on shift premiums would result in savings of approximately $5,900.

5.2.8 Off-Site Fabrication

A PLA could limit off-site work subject to prevailing wage and union agreements to that work defined by Section 222 or that specifically covered by a CBA. This would allow for some work to be performed off-site and not be subject to prevailing wage rate requirements. Our analysis projects that this offsite work would be applicable to two percent of the total craft hours for the Electrical Workers, Iron Workers and Plumbers & Steamfitters, and five percent of the total craft hours for the Carpenters and Sheet Metal Workers. The offsite work performed by these crafts is estimated to reduce costs by 20 percent. The estimated savings by limiting restrictions on offsite fabrication is projected to be $30,000.

5.2.9 Work Break Time Reduction

A PLA could eliminate the daily ritual of an organized work break to which Union workers are entitled. While each worker would be allowed to have a coffee container near their work area and take a brief break, an increase in productivity would be realized when workers do not leave the work area. We estimate that this practice would increase productivity for each worker each day by five minutes. Our analysis projects that reducing the duration of downtime every day for every worker on site by five minutes would result in a savings of approximately $51,900.

5.2.10 Wage Concessions

A PLA could allow for a wage concession through the reclassification of site/utility work outside of the new ATC building from Heavy & Highway to Building rate. Successful negotiations for past projects included an agreement to eliminate premiums associated with the Heavy & Highway rate structure by reclassifying the work as subject to Building agreements only. This type of concession could result in wage and benefit rate reductions for the Bricklayers, Carpenters, Laborers, and Operating Engineers. As this savings provision is applicable to all workers at the site regardless of union affiliation, the estimated savings by reclassifying the work is projected to be $18,800.

5.2.11 Management Rights/Jurisdictional Requirements

A PLA could contain very strong Management Rights language. Management can realize distinct efficiencies by controlling the level and scheduling of staffing and with the selection and employment of a Foreman as Contractor's staff. For large or complex projects with high labor loadings, savings of two percent of the labor costs from these clearly established management rights are typically realized. For smaller or less complex projects with moderate schedules and less intense labor loadings, these advantages are reduced.

Further adjustments are made to small projects when considering the effect of jurisdictional restrictions. In an open shop environment, workers would be allowed to perform the work of more than one trade over the work day. While prevailing wage requirements would dictate that they must be compensated for the work of each trade in accordance with the applicable schedule in effect for that trade, they would still be allowed to perform the differing tasks. Union agreements and, by their

nature, PLAs would restrict the work of the governing trade, thereby prohibiting crossover to take place. The crossover of individual workers from one trade activity to another in a single day's work is more frequent on smaller, less intense projects. This practice also occurs more frequently in the general building construction trades than in other crafts.

A strong management rights clause in a PLA could provide additional value given the need to coordinate the efforts of multiple labor crafts in a very efficient manner. We anticipate a 0.25 percent cost advantage for enhanced management rights language offered by the use of a PLA. Savings are projected to be $85,500.

5.2.12 Workforce Development - Rochester Careers in Construction

Recent County projects implemented using a PLA have established a contribution to Rochester Careers in Construction, Inc., a New York not-for-profit corporation. The program, funded by this contribution, is directed at recruitment, development and training of minorities and women to enter the construction trades as a career as well as for more immediate employment on each project. Participation in this program is consistent with the long-term County objectives of enhancing diversity in the construction industry and providing long-term employment opportunities for minorities and women and is complementary to the apprentice training pilot program recently announced by the County. This feature adds $33,900, the equivalent of $0.15/hour for each projected hour to be worked, to the cost of the Project.

5.2.13 Productivity Gain 10-Hour Days

A PLA could provide flexibility in the regular work week by allowing a contractor to use a four 10-hour day schedule or a regular day without requiring permission or consent from the union or formal waiver from the Department of Labor. This would eliminate the setup and breakdown time for one work day each week. However, based on the current Project scope and schedule, it is not anticipated that the contractor would implement a four 10-hour day schedule for this Project. As such, we are not projecting any savings from this provision. However, should there be any scheduling changes requiring the use of a four 10-hour day schedule, this term would provide measurable benefit to the Project, and therefore would be beneficial to include in a PLA.

5.2.14 Night Work

A PLA could reduce applicable night or governmentally mandated single irregular shift premiums by $0.75 when premiums are required by applicable CBAs. However, based on the current Project scope and schedule, it is not anticipated that a mandated single irregular shift schedule will be utilized. As such, we are not projecting any savings from reducing the applicable governmentally mandated single irregular shift premiums. However, should there be any scheduling changes requiring the governmentally mandated single irregular shift, this term would provide measurable benefit to the Project, and therefore would be beneficial to include in a PLA.

5.2.15 Contract Duration/Expiration Date

A PLA could prohibit strikes and lock-outs or other job actions for the duration of the agreement. This would avoid the potential for work stoppages or picketing that would trigger the two-minute ruling resulting from wage and benefit negotiation at the end of each craft's local area agreement. It would

also ensure uninterrupted project completion. While there is value implied by the security this term would provide, no explicit calculation of savings is made for this report.

5.3 Other Economic Savings Attributable to a PLA

Additional savings not directly related to labor are projected for the Project based upon negotiated contract provisions. These other economic savings are discussed in detail below.

5.3.1 Wicks Law Exemption

Projects implemented by governmental agencies subject to Section 222 of the NYS Labor Law can be exempt from the requirements of the Wicks Law if a Project Labor Agreement is used. The Wicks Law requires that public works projects of a certain nature use multiple prime contractors, in a designated fashion, rather than allowing a single contractor on construction projects. In the absence of a PLA, the Wicks Law would be applicable to this Project. Various studies have reported added cost to construction from Wicks Law compliance ranging between 10% and 30% of the total construction costs. See, for example, the reports prepared by the New York State Division of Budget (May 1987) and New York State School Boards Association (March 1991) indicating that elimination of the requirements for applicable components of the project to comply with Wicks Law would reduce construction costs by 24 to 30 percent and 20 to 30 percent respectively. The Project team is currently considering application of an exemption for the Project. Assessing savings on aspects related to electrical, HVAC, and plumbing work for the new ATC building (construction cost estimated to be approximately $10.1 million) would result in a range of savings from $3.6 to nearly $5.4 million. Assuming the Wicks Law exemption would be applicable to the above-mentioned work and using a modest ten percent reduction in cost, the savings to the Project would represent $1,795,600. Because a PLA is the only way to exempt a project Wicks Law application under Section 222, the savings from that avoidance should be considered itself related to the PLA.

5.4 Summary

On the basis of the projections above, we estimate that using a PLA could result in an estimated in savings of $391,500 in direct labor costs or approximately 2.9 percent of the projected total cost of labor for the Project (estimated at $13,673,900). Total savings from labor cost reductions and the Wicks Law exemption could exceed $2,187,100 for a total Project construction cost of $52.6 Million, which is approximately a 4.2 percent savings on overall construction cost.

Section 6 – Additional Considerations

Use of a PLA can offer additional non-economic benefits. These are difficult to precisely quantify in monetary terms at this time but could nonetheless be significant factors in the overall success of the Project.

6.1 Labor Stability

The overall Project construction schedule is anticipated to occur over a 34-month period. As this is a new campus building, it is anticipated that the contractor will have complete control of the Project and schedule so long as there are no disruptions to the students or faculty. Regardless, construction activities conducted in and around the project site will require careful planning, coordination, and scheduling to provide a safe working environment for the students and faculty on an active campus as well as to ensure there are no delays to the Project schedule.

Prior to the COVID-19 pandemic, the construction spending within the Rochester Region had the potential for creating an increasingly strained labor market. Given the current levels of unemployment within the regional construction industry, we view the current market as stable. Assuming a return to normalcy by beginning of 2023, we would anticipate the labor market to begin tightening again over the life of the Project. Any disruption, while difficult to precisely quantify, would have an impact to the Project and the ability to complete the Project on time. For projects with multiple crafts working under multiple subcontracts, disruptions can result in claims of delay by individual sub-contractors working on the site who are dependent upon the performance of other sub-contractors subject to the action. Further, Project administrative costs, such as additional costs for architectural/engineering oversight and interim Project financing would be incurred. At a minimum, an estimated $18,000 to $25,000/month in Project administration and engineering oversight costs would be expected.

6.2 The "Tag Along Provision"

Key provisions of any Project Labor Agreement include the "Union Recognition and Employment" provisions, specifically the Union Referral requirement. Commonly referred to as the "Tag Along" requirement, this provision governs the process of bringing craft workers to the Project. All craft workers are required to pass through the job referral systems and hiring halls established by the unions. The "Tag Along" provision specifically allows a contractor who is not signatory to a collective bargaining agreement to bring his/her own core employees to the Project. The number of core employees brought to the job is limited by the agreement on the basis of a percentage of the workforce on the Project, thus typically increasing the number of workers delivered to the Project by the signatory unions. Historically regional PLAs have established a "Tag Along" requirement of 25 percent with special considerations sometimes provided for M/WBEs working under an approved plan. These special considerations offer significant opportunity for these M/WBEs by allowing a greater percentage of their own staff to participate. The "Tag Along" requirements are often the subject of much debate when considering the application of a PLA. The increased number of workers delivered to the Project by union hiring halls in exchange for the concessions and resultant economic savings to the Project as described in Section 5 is, however, the core element of every negotiation.

6.3 Workforce Enhancement, Recruiting & Training Programs, and M/WBE Programs

Enhanced workforce diversity and training objectives are other benefits not easily translated into economic savings. Project specific objectives consistent with countywide policies and objectives are anticipated for this Project, although numerical goals relating to workforce diversity have not been established. Recent County projects implemented using a PLA have established a contribution to Rochester Careers in Construction, Inc., a New York not-for-profit corporation. The program, funded by this contribution, is directed at recruitment, development and training of minorities and women to enter the construction trades as a career as well as for more immediate employment on each project. Participation in this program is consistent with the long-term County objectives of enhancing diversity in the construction industry and providing long-term employment opportunities for minorities and women and is complementary to the apprentice training pilot program recently announced by the County. This feature adds $33,900, the equivalent of $0.15/hour for each projected hour to be worked, to the cost of the Project. Use of a PLA would also provide access to qualified contractor apprentices who would otherwise have none. This access is considered a cost saving benefit and is addressed further in the cost savings section of this report.

Minority/Women Business Enterprise participation in the Project is also an important objective. Project specific M/WBE goals of 12 percent minority and three precent women are anticipated for this Project. Union affiliation in the M/WBE business sector in the Rochester Region is not uniform for all crafts or trades. A PLA could incorporate language addressing the unique challenges and needs faced by M/WBE contractors and, therefore, could be considered a benefit if such terms are incorporated into an agreement.

Section 7 - Conclusions

7.1 Conclusions

Based upon the size and scope of the Project, the proposed schedule and the anticipated mix of craft labor, we conclude that a PLA could provide Monroe County with measurable economic benefit. We estimate that using a PLA could result in a savings of $391,500 in direct labor costs or approximately 2.9 percent of the projected total cost of labor for the Project (estimated at $13,673,900). Total savings from labor cost reductions and the Wicks Law exemption could exceed $2,187,100 for a total Project construction cost of $52.6 Million, which is approximately a 4.2 percent savings on overall construction cost.

Non-quantifiable benefits would also be available through the use of a PLA and include:

1) avoiding the costly delays of potential strikes, slowdowns, walkouts, picketing and other disruptions arising from work disputes and promoting labor harmony and peace for the duration of the Project;

2) standardizing the terms and conditions governing the employment of labor on the Project;

3) providing comprehensive and standardized mechanisms for the settlement of work disputes, including those relating to jurisdiction;

4) ensuring a reliable source of skilled and experienced labor in an increasingly tightening labor market potentially enhancing the ability to meet required workforce participation goals;

5) enhancing minority and women workforce participation in the Project;

6) potentially enhancing M/WBE participation; and

7) avoiding favoritism, fraud and/or corruption by ensuring availability of the benefits of the PLA to all successful bidders regardless of union/non-union status or the status of their employees.

In summary, based upon our experience, the use of a PLA would promote a number of Monroe County's stated objectives, including the prudent use of public funds and avoiding favoritism, fraud and/or corruption. Seeler Engineering, P.C. recommends that the County proceed with negotiations for a PLA on the Monroe Community College Applied Technologies Center Building Project.

Tables

Table 1

Labor Unions Representing the Construction Industry in Monroe County

Craft	Local Union Number
Boilermakers	5
Bricklayers	3
Carpenters	276
Cement Masons	111
Electrical Workers	86
Elevator Constructors	27
Glaziers	4
Heat & Frost Insulators	26
Iron Workers	33
Laborers	435
Millwrights	1163
Operating Engineers	158
Painters	4
Plasterers	9
Plumbers & Steamfitters	13
Roofers	22
Sheet Metal Workers	46
Sprinkler Fitters	669
Teamsters	118

Table 2

Total Labor Breakdown by Craft

Craft	Hours per Craft
Boilermakers	0
Bricklayers - Building	26,116
Bricklayers - H&H	66
Carpenters - Building	36,949
Carpenters - H&H	343
Cement Masons	3,767
Electrical Workers	29,592
Elevator Constructors	2,491
Glaziers	4,004
Heat & Frost Insulators	8,239
Iron Workers	16,669
Laborers - Building	18,512
Laborers - H&H	4,845
Millwrights	6,170
Operating Engineers - Building	12,582
Operating Engineers - H&H	1,177
Operating Engineers - Tech	2,188
Painters	6,179
Plasterers	2,533
Plumbers & Steamfitters	19,738
Roofers	5,739
Sheet Metal Workers	13,844
Sprinkler Fitters	3,570
Teamsters - Building	0
Teamsters - H&H	531
Total	**225,844**

Table 3

Applied Technology Center
STEM Building Project

Key Features c

Agreement Provisions	Bricklayers - Bldg	Bricklayers - H&H	Carpenters - Bldg	Carpenters - H&H
Local Number	3	3	276	276
Contract Expiration	4/30/2025	5/31/2023	5/31/2026	4/30/2025
Contract Duration	3 Years	1 Year	5 Years	3 Years
Regular Work Week	40 Hrs Mo - Fri	40 Hrs Mo - Fri	40 Hrs Mo - Fri	40 Hrs Mo - Fri
Regular Work Day	8 Hrs/Day + 0.5 Hr Lunch	8 Hrs/Day + 0.5 Hr Lunch	8 Hrs/Day + 0.5 Hr Lunch	8 Hrs/Day + 0.5 Hr Lu
Start Time	5:00 AM Earliest	6:00 - 8:00 AM Set by Contractor	6:00 - 9:00 AM	7:00 AM (6:00 AM if ov
4-10 Hour Days	Acceptable with 48 hours notice	Acceptable with 48 hours notice	Acceptable to the extent permitted by law	Acceptable to the ex permitted by law
Overtime	1.5X Outside Regular Work Week/Saturdays 2X Sundays/Holidays	1.5X Outside Regular Work Week/Saturdays 2X Sundays/Holidays	1.5X Outside Regular Work Week/Saturdays 2X Sundays/Holidays	1.5X Outside Regular Week/Saturdays 2X Sundays/Holida
Report-in Pay (Hrs)	2	2	2	2
Report-in Pay Description	2 Hours paid if employee shows up and no work is provided due to inclement weather	2 Hours paid if employee shows up and no work is provided	If no work is provided, unless due to inclement weather, utility failure, strike, riot or civil disturbance	If employee shows up a work is provided
Shift Work	1st Shift: 8 hrs/8 hrs pay 2nd Shift: 7.5 hrs/8 hrs pay 3rd Shift: 7 hrs/8 hrs pay	1st Shift: 8 hrs/8 hrs pay 2nd Shift: 7.5 hrs/8 hrs pay 3rd Shift: 7 hrs/8 hrs pay	1st Shift: 8 hrs/8 hrs pay 2nd Shift: 7% Premium 3rd Shift: 14% Premium	1st Shift: 8 hrs/8 hrs 2nd Shift: 7.5 hrs/8 ht 3rd Shift: 7 hrs/8 hrs
Single Irregular Shift/Night Work	No Premiums	No Premiums	No Premiums	$3.00 Premium
Holiday Pay	No	No	No	Yes, Only 4th of July an Day, must work the before and day aft
Observed Holidays	Memorial Day 4th of July Labor Day Thanksgiving Christmas New Year's Day	Memorial Day 4th of July Labor Day Thanksgiving Christmas New Year's Day	Memorial Day 4th of July Labor Day Thanksgiving Christmas New Year's Day	Memorial Day 4th of July Labor Day Thanksgiving Christmas New Year's Day
Journeymen (Ratio)	4	5	3	3
Apprentice (Ratio)	1	1	1	1
Travel/Parking Reimbursement Description	When traveling from job to job, milage will be paid at IRS Rate	Not Addressed	Not Addressed	Not Addressed
Milage Reimbursement Rate	$0.59	$0.00	$0.00	$0.00
Parking Reimbursement Rate	$0.00	$0.00	$0.00	$0.00
Industry Fund Contributions	$0.08	$0.29	$0.15	$0.15
Other	NA	NA	NA	NA

Applied Technology Center
STEM Building Project

Key Features

Agreement Provisions	Laborers - Bldg	Laborers - H&H	Millwrights	Operating Engineers
Local Number	435	435	1163	158
Contract Expiration	4/30/2024	6/30/2026	5/31/2023	2/28/2027
Contract Duration	5 Years	5 Years	1 Year	4 Years
Regular Work Week	40 Hrs Mo - Fri	40 Hrs Mo - Fri	40 Hrs Mo - Fri	40 Hrs Mo - Fri
Regular Work Day	8 Hrs/Day + 0.5 Hr Lunch	8 Hrs/Day + 0.5 Hr Lunch	8 Hrs/Day + 0.5 Hr Lunch	8 Hrs/Day + 0.5 Hr Lu
Start Time	Not Addressed	6:00 AM - 8:00 AM	6:00 AM - 8:00 AM (Set by Employer)	6:00 AM to 8:00 AI
4-10 Hour Days	Not Addressed	Not Addressed	Acceptable as permitted by law	Acceptable
Overtime	1.5X Outside Regular Work Week/Saturdays 2X Sundays/Holidays	1.5X Outside Regular Work Week/Saturdays 2X Sundays/Holidays	1.5X After 8/Outside Work Week/Saturdays 2X Sundays/Holidays	1.5X Outside Regular Week/Saturdays 2X Sundays/Holida
Report-In Pay (Hrs)	2	2	2	2
Report-in Pay Description	If employee reports for work and no work is provided unless due to inclement weather	If employee reports for work and no work is provided	IF employee reports to work and is not worked regardless of weather	If employee reports fo and no work is provi
Shift Work	1st Shift: 8 hrs/8 hrs pay 2nd Shift: 8 hrs/8 hrs pay or 1st Shift: 8 hrs/8 hrs pay 2nd Shift: 7.5 hrs/8 hrs pay 3rd Shift: 7 hrs/8 hrs pay	1st Shift: 8 hrs/8 hrs pay 2nd Shift: 7.5 hrs/8 hrs pay 3rd Shift: 7 hrs/8 hrs pay	1st Shift: 8 hrs/8 hrs pay 2nd Shift: 8 hrs/8 hrs pay + $2.00 3rd Shift: 8 hrs/8 hrs pay + $2.25	1st Shift: 8 hrs/8 hrs 2nd Shift: 7.5 hrs/8 h 3rd Shift: 7 hrs/8 hrs
Single Irregular Shift/Night Work	Not Addressed	$1.75 Premium	Not Addressed	Not Addressed
Holiday Pay	No	Yes, must work day before/after	No	Yes, must work 5 d before/1 after
Observed Holidays	Memorial Day 4th of July Labor Day Thanksgiving Christmas New Year's Day	Memorial Day 4th of July Labor Day Thanksgiving Christmas New Year's Day	New Year's Day Christmas Day Memorial Day Fourth of July Thanksgiving Day Labor Day	Memorial Day 4th of July Labor Day Thanksgiving Christmas New Year's Day
Journeymen (Ratio)	3	3	3	3
Apprentice (Ratio)	1	1	1	1
Travel/Parking Reimbursement Description	Not Addressed	Not Addressed	Pre-negotiated expenses when traveling outside the geographical jurisdiction of Local 1163	Not Addressed
Milage Reimbursement Rate	$0.00	$0.00	$0.00	$0.00
Parking Reimbursement Rate	$0.00	$0.00	$0.00	$0.00
Industry Fund Contributions	$0.00	$0.00	$0.12	$0.05
Other	NA	NA	NA	District 832

Applied Technology Center
STEM Building Project

Key Features

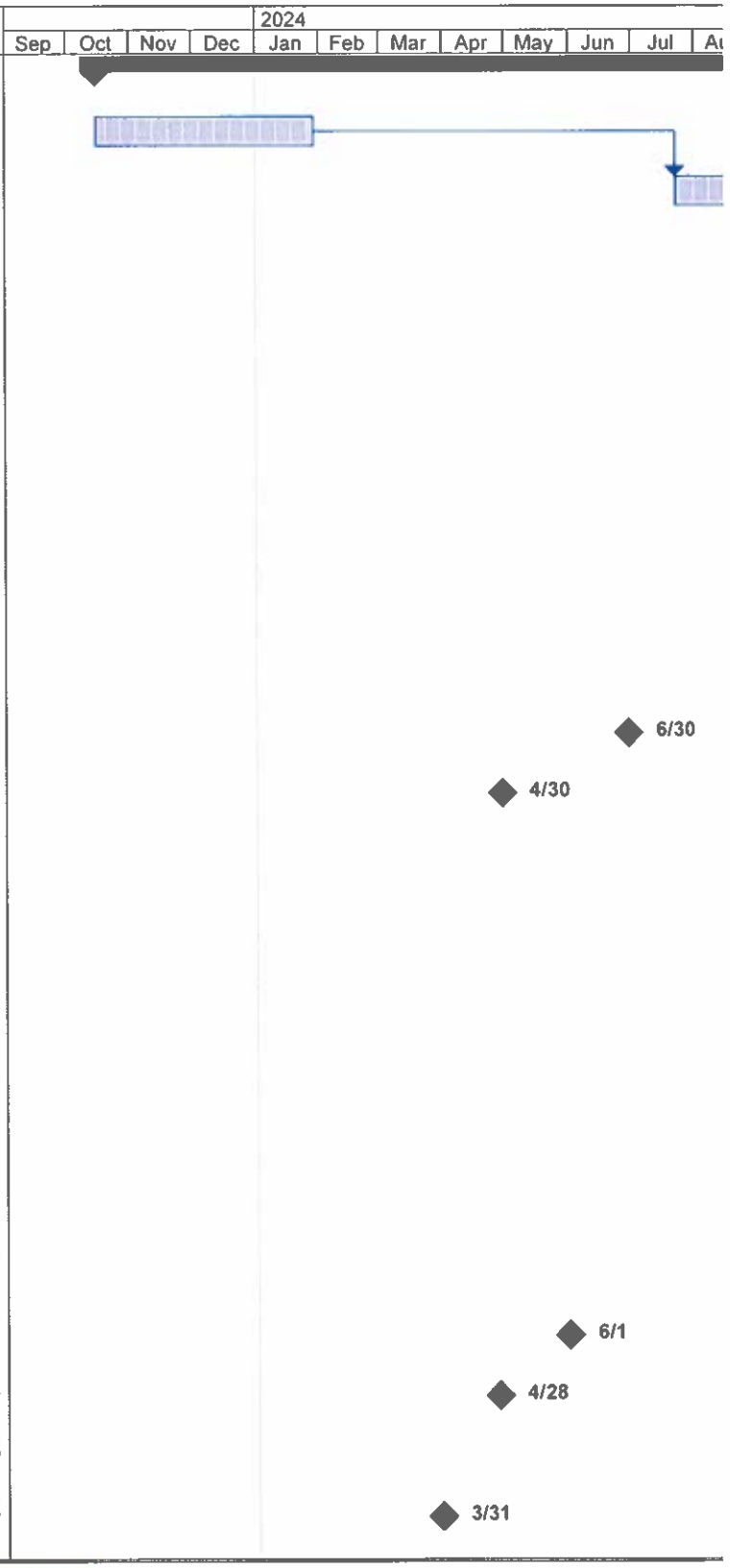
Agreement Provisions	Roofers	She
Local Number	22	
Contract Expiration	6/1/2024	
Contract Duration	3 Years	
Regular Work Week	40 Hrs Mo - Fri	
Regular Work Day	8 Hrs/Day + 0.5 Hr Lunch	8 Hr
Start Time	5:00 AM - 4:30 PM	6
4-10 Hour Days	Not Addressed	
Overtime	1.5X Outside Regular Work Week/Saturdays 2X Sundays/Holidays	1.5X O V 2X
Report-in Pay (Hrs)	2	
Report-in Pay Description	If employee reports for work and no work is provided, unless due to inclement weather	If empl and nc to wea
Shift Work	Not Addressed	1st $ 2nd S 3rd Shi
Single Irregular Shift/Night Work	Not Addressed	
Holiday Pay	No	
Observed Holidays	Memorial Day 4th of July Labor Day Thanksgiving Christmas New Year's Day	
Journeymen (Ratio)	2	
Apprentice (Ratio)	1	
Travel/Parking Reimbursement Description	Milage paid at IRS rate outside geographical jurisdiction. Room and Board $50/day or $335/week	Travel
Milage Reimbursement Rate	$0.59	
Parking Reimbursement Rate	$0.00	
Industry Fund Contributions	$0.20	
Other	NA	

Appendices

Appendix A

Monroe Community College A
PLA
Expiration D

ID	Task Name	Finish
1	**MCC ATC Building Project**	**Wed 7/22/26**
2	Demolition of Building 9a	Mon 1/29/24
3	ATC Building	Wed 7/22/26
4	Bricklayers - Bldg	Wed 4/30/25
5	Bricklayers - H&H	Wed 5/31/23
6	Carpenters - Bldg	Sun 5/31/26
7	Carpenters - H&H	Wed 4/30/25
8	Cement Masons	Tue 6/30/26
9	Electrical Workers	Sun 5/25/25
10	Glaziers	Wed 4/30/25
11	Heat & Frost Insulators	Sat 5/31/25
12	Iron Workers	Sun 6/30/24
13	Laborers - Bldg	Tue 4/30/24
14	Laborers - H&H	Tue 6/30/26
15	Millwrights	Wed 5/31/23
16	Operating Engineers - Bldg	Sun 2/28/27
17	Operating Engineers - H&H	Wed 3/31/27
18	Operating Engineers - Tech	Tue 3/31/26
19	Painters	Fri 4/30/27
20	Plasterers	Tue 3/31/26
21	Plumbers & Steamfitters	Wed 4/30/25
22	Roofers	Sat 6/1/24
23	Sheet Metal Workers	Sun 4/28/24
24	Sprinkler Fitters	Mon 3/31/25
25	Teamsters - H&H	Sun 3/31/24



Monroe County
MCC ATC Building Project
Date: Fri 05/05/23

Task
Split
Progress
Milestone
Summary
Project Summary

Appendix B

Project Description		**Construction Cost**
New ATC Building	$	32,603,737
Optics	$	20,000,000
Total	**$**	**52,603,737**

Soft Costs		
Design Contingency (10%)		*Included Above
Construction Contingency (7.5%)		*Included Above
FFE (5%)		*Included Above
Inspection and Testing (10%)		*Included Above
Soft Costs Total	**$**	-

2023 Total Construction Cost (rounded to)	**$**	**52,603,700**

Appendix C

Item No.	Provision		Savings
1	Flexible Shift Start Times	$	25,100
2	Industry Funds	$	11,400
3	Union Apprentice Ratios	$	37,900
4	Non-Union Apprentice Program	$	86,200
5	Guaranteed Pay	$	32,800
6	No Holiday Pay	$	39,900
7	Shift Work	$	5,900
8	Offsite Fabrication	$	30,000
9	Work Break Time Reduction	$	51,900
10	Wage Concessions	$	18,800
11	Management Rights	$	85,500
12	Rochester Careers in Construction	$	(33,900)
	Total Savings	**$**	**391,500**
	Total Labor Cost	$	13,673,900
	Total Savings Percentage		**2.9%**
	Total Construction Cost	$	52,603,700

Assumptions:

- Productivity gain of one (1) hour per person per week for coordination of the following crafts:
  - Electrical Workers
  - Plumbers & Steamfitters
  - Sheet Metal Workers
  - Sprinkler Fitters
- All other crafts not subject to savings from flexible start times
- Applicable to only the summer months (June, July, August)
- Applicable for year (1) year (2025)
- Assume four (4) weeks per month

Hours Per Week Saved	1
Applicable Months	3

Craft	Rates Package	Workers per Week	Total Savings
Bricklayers - Building	$ 58.75	14	$ -
Bricklayers - H&H	$ 58.70	1	$ -
Carpenters - Building	$ 55.18	13	$ -
Carpenters - H&H	$ 59.58	3	$ -
Cement Masons	$ 58.41	8	$ -
Electrical Workers	$ 65.81	16	$ 12,635
Elevator Constructors	$ 94.34	6	$ -
Glaziers	$ 54.75	9	$ -
Heat & Frost Insulators	$ 59.52	9	$ -
Iron Workers	$ 60.51	12	$ -
Laborers - Building	$ 50.35	10	$ -
Laborers - H&H	$ 56.21	6	$ -
Millwrights	$ 58.55	7	$ -
Operating Engineers - Building	$ 69.40	6	$ -
Operating Engineers - H&H	$ 80.54	2	$ -
Operating Engineers - Tech	$ 70.76	4	$ -
Painters	$ 70.95	13	$ -
Plasterers	$ 58.49	3	$ -
Plumbers & Steamfitters	$ 61.91	11	$ 8,172
Roofers	$ 55.20	12	$ -
Sheet Metal Workers	$ 63.52	15	$ 11,434
Sprinkler Fitters	$ 65.83	8	$ 6,320
Teamsters - H&H	$ 51.90	2	$ -
Total			**$ 38,561**
		Union Participation	65%
Total Savings through the Introduction of Flexible Shift Start Times			**$ 25,064**

Assumptions:

- Maximum Fund Contribution	$0.29/hr.
- Minimum Fund Contribution	$0.00/hr.
- Maximum Savings	$17,496
- Total Savings	**$11,372**

Craft	Total Hours	Industry Contribution	Total Cost
Bricklayers - Building	26,116	$ 0.08	$ 2,089
Bricklayers - H&H	66	$ 0.29	$ 19
Carpenters - Building	36,949	$ 0.15	$ 5,542
Carpenters - H&H	343	$ 0.15	$ 51
Cement Masons	3,767	$ -	$ -
Electrical Workers	29,592	$ 0.09	$ 2,663
Elevator Constructors	2,491	$ -	$ -
Glaziers	4,004	$ 0.15	$ 601
Heat & Frost Insulators	8,239	$ 0.10	$ 824
Iron Workers	16,669	$ 0.04	$ 667
Laborers - Building	18,512	$ -	$ -
Laborers - H&H	4,845	$ -	$ -
Millwrights	6,170	$ 0.12	$ 740
Operating Engineers - Building	12,582	$ 0.05	$ 629
Operating Engineers - H&H	1,177	$ 0.05	$ 59
Operating Engineers - Tech	2,188	$ 0.05	$ 109
Painters	6,179	$ -	$ -
Plasterers	2,533	$ -	$ -
Plumbers & Steamfitters	19,738	$ -	$ -
Roofers	5,739	$ 0.20	$ 1,148
Sheet Metal Workers	13,844	$ 0.17	$ 2,353
Sprinkler Fitters	3,570	$ -	$ -
Teamsters - H&H	531	$ -	$ -
Total			**$ 17,496**
		Union Participation	65%
	Total Savings through the Elimination of Industry Funds		**$ 11,372**

Assumptions:

- Apprentice ratios per individual craft Collective Bargaining Agreement (CBA)
- Crew sizes large enough to utilize apprentice ratios is estimated to be 20 percent of the total union hours
- Savings based on standardizing on ratios set by New York State Department of Labor (2:1 or better)

Labor Cost Using Apprentice Ratios Per CBA

Craft	Journeymen Package	Apprentice Package	J	A	Average Package	Union Hours	Total Cost
Bricklayers - Building	$ 58.75	$ 44.06	4	1	$ 55.81	16,975	$ 947,431
Bricklayers - H&H	$ 58.70	$ 47.82	5	1	$ 56.89	43	$ 2,440
Carpenters - Building	$ 55.18	$ 37.46	3	1	$ 50.75	24,017	$ 1,218,843
Carpenters - H&H	$ 59.58	$ 41.83	3	1	$ 55.14	223	$ 12,294
Cement Masons	$ 58.41	$ 47.53	3	1	$ 55.69	2,449	$ 136,357
Electrical Workers	$ 65.81	$ 50.70	3	2	$ 59.77	19,235	$ 1,149,597
Elevator Constructors	$ 94.34	$ 77.10	1	1	$ 85.72	1,619	$ 138,792
Glaziers	$ 54.75	$ 46.64	3	1	$ 52.72	2,603	$ 137,212
Heat & Frost Insulators	$ 59.52	$ 48.62	3	1	$ 56.80	5,355	$ 304,160
Iron Workers	$ 60.51	$ 44.75	4	1	$ 57.36	10,835	$ 621,465
Laborers - Building	$ 50.35	$ 41.93	3	1	$ 48.24	12,033	$ 580,519
Laborers - H&H	$ 56.21	$ 35.73	3	1	$ 51.09	3,149	$ 160,895
Millwrights	$ 58.55	$ 46.15	3	1	$ 55.45	4,011	$ 222,382
Operating Engineers - Building	$ 69.40	$ 58.40	3	1	$ 66.65	8,178	$ 545,088
Operating Engineers - H&H	$ 80.54	$ 66.30	3	1	$ 76.98	765	$ 58,894
Operating Engineers - Tech	$ 70.76	$ 57.71	3	1	$ 67.50	1,422	$ 95,994
Painters	$ 70.95	$ 35.30	3	1	$ 62.04	4,016	$ 249,164
Plasterers	$ 58.49	$ 37.93	2	1	$ 51.64	1,646	$ 85,017
Plumbers & Steamfitters	$ 61.91	$ 41.87	4	1	$ 57.90	12,830	$ 742,852
Roofers	$ 55.20	$ 38.64	2	1	$ 49.68	3,730	$ 185,324
Sheet Metal Workers	$ 63.52	$ 43.83	3	1	$ 58.60	8,999	$ 527,295
Sprinkler Fitters	$ 65.83	$ 46.20	2	1	$ 59.29	2,321	$ 137,575
Teamsters - H&H	$ 51.90	$ -	1	0	$ 51.90	345	$ 17,913
Total						**146,799**	**$ 8,277,506**

Assumptions:

- Apprentice ratios per individual craft Collective Bargaining Agreement (CBA)
- Crew sizes large enough to utilize apprentice ratios is estimated to be 20 percent of the total union hours
- Savings based on standardizing on ratios set by New York State Department of Labor (2:1 or better)

Labor Cost Using Apprentice Ratios of 2:1 or Better

Craft	Journeymen Package	Apprentice Package	J	A	Average Package	Union Hours	Total Cost
Bricklayers - Building	$ 58.75	$ 44.06	2	1	$ 53.85	16,975	$ 914,182
Bricklayers - H&H	$ 58.70	$ 47.82	2	1	$ 55.07	43	$ 2,363
Carpenters - Building	$ 55.18	$ 37.46	2	1	$ 49.27	24,017	$ 1,183,374
Carpenters - H&H	$ 59.58	$ 41.83	2	1	$ 53.66	223	$ 11,964
Cement Masons	$ 58.41	$ 47.53	2	1	$ 54.78	2,449	$ 134,136
Electrical Workers	$ 65.81	$ 50.70	3	2	$ 59.77	19,235	$ 1,149,597
Elevator Constructors	$ 94.34	$ 77.10	1	1	$ 85.72	1,619	$ 138,792
Glaziers	$ 54.75	$ 46.64	2	1	$ 52.05	2,603	$ 135,452
Heat & Frost Insulators	$ 59.52	$ 48.62	2	1	$ 55.89	5,355	$ 299,296
Iron Workers	$ 60.51	$ 44.75	2	1	$ 55.26	10,835	$ 598,698
Laborers - Building	$ 50.35	$ 41.93	2	1	$ 47.54	12,033	$ 572,075
Laborers - H&H	$ 56.21	$ 35.73	2	1	$ 49.38	3,149	$ 155,520
Millwrights	$ 58.55	$ 46.15	2	1	$ 54.42	4,011	$ 218,238
Operating Engineers - Building	$ 69.40	$ 58.40	2	1	$ 65.73	8,178	$ 537,592
Operating Engineers - H&H	$ 80.54	$ 66.30	2	1	$ 75.79	765	$ 57,986
Operating Engineers - Tech	$ 70.76	$ 57.71	2	1	$ 66.41	1,422	$ 94,447
Painters	$ 70.95	$ 35.30	2	1	$ 59.07	4,016	$ 237,232
Plasterers	$ 58.49	$ 37.93	2	1	$ 51.64	1,646	$ 85,017
Plumbers & Steamfitters	$ 61.91	$ 41.87	2	1	$ 55.23	12,830	$ 708,563
Roofers	$ 55.20	$ 38.64	2	1	$ 49.68	3,730	$ 185,324
Sheet Metal Workers	$ 63.52	$ 43.83	2	1	$ 56.96	8,999	$ 512,530
Sprinkler Fitters	$ 65.83	$ 46.20	2	1	$ 59.29	2,321	$ 137,575
Teamsters - H&H	$ 51.90	$ -	1	0	$ 51.90	345	$ 17,913
Total						**146,799**	**$ 8,087,868**
					Utilization Based on Site Activity		20%
					Total Savings through the Implementation of Apprentice Ratios of 2:1 or Better		**$ 37,927**

Assumptions:

- Crew sizes large enough to utilize apprentice ratios is estimated to be 20 percent of the total non-union hours
- Savings based on standardizing on ratios set by New York State Department of Labor (2:1 or better)

Non-Union Labor Cost Using No Apprentices

Craft	Journeymen Package	Apprentice Package	J	A	Average Package	Non-Union Hours	Total Cost
Bricklayers - Building	$ 58.75	$ 44.06	3	0	$ 58.75	9,141	$ 537,010
Bricklayers - H&H	$ 58.70	$ 47.82	3	0	$ 58.70	23	$ 1,356
Carpenters - Building	$ 55.18	$ 37.46	3	0	$ 55.18	12,932	$ 713,596
Carpenters - H&H	$ 59.58	$ 41.83	3	0	$ 59.58	120	$ 7,153
Cement Masons	$ 58.41	$ 47.53	3	0	$ 58.41	1,318	$ 77,011
Electrical Workers	$ 65.81	$ 50.70	3	0	$ 65.81	10,357	$ 681,594
Elevator Constructors	$ 94.34	$ 77.10	3	0	$ 94.34	872	$ 82,248
Glaziers	$ 54.75	$ 46.64	3	0	$ 54.75	1,401	$ 76,727
Heat & Frost Insulators	$ 59.52	$ 48.62	3	0	$ 59.52	2,884	$ 171,635
Iron Workers	$ 60.51	$ 44.75	3	0	$ 60.51	5,834	$ 353,024
Laborers - Building	$ 50.35	$ 41.93	3	0	$ 50.35	6,479	$ 326,228
Laborers - H&H	$ 56.21	$ 35.73	3	0	$ 56.21	1,696	$ 95,318
Millwrights	$ 58.55	$ 46.15	3	0	$ 58.55	2,160	$ 126,439
Operating Engineers - Building	$ 69.40	$ 58.40	3	0	$ 69.40	4,404	$ 305,617
Operating Engineers - H&H	$ 80.54	$ 66.30	3	0	$ 80.54	412	$ 33,178
Operating Engineers - Tech	$ 70.76	$ 57.71	3	0	$ 70.76	766	$ 54,188
Painters	$ 70.95	$ 35.30	3	0	$ 70.95	2,163	$ 153,440
Plasterers	$ 58.49	$ 37.93	3	0	$ 58.49	887	$ 51,854
Plumbers & Steamfitters	$ 61.91	$ 41.87	3	0	$ 61.91	6,908	$ 427,693
Roofers	$ 55.20	$ 38.64	3	0	$ 55.20	2,009	$ 110,877
Sheet Metal Workers	$ 63.52	$ 43.83	3	0	$ 63.52	4,845	$ 307,780
Sprinkler Fitters	$ 65.83	$ 46.20	3	0	$ 65.83	1,250	$ 82,255
Teamsters - H&H	$ 51.90	$ -	3	0	$ 51.90	186	$ 9,646
Total						**79,045**	**$ 4,785,866**

Assumptions:

- Crew sizes large enough to utilize apprentice ratios is estimated to be 20 percent of the total non-union hours
- Savings based on standardizing on ratios set by New York State Department of Labor (2:1 or better)

Non-Union Labor Cost Using Apprentice Ratios of 2:1 or Better

Craft	Journeymen Package	Apprentice Package	J	A	Average Package	Non-Union Hours	Total Cost
Bricklayers - Building	$ 58.75	$ 44.06	2	1	$ 53.85	9,141	$ 492,252
Bricklayers - H&H	$ 58.70	$ 47.82	2	1	$ 55.07	23	$ 1,272
Carpenters - Building	$ 55.18	$ 37.46	2	1	$ 49.27	12,932	$ 637,202
Carpenters - H&H	$ 59.58	$ 41.83	2	1	$ 53.66	120	$ 6,442
Cement Masons	$ 58.41	$ 47.53	2	1	$ 54.78	1,318	$ 72,227
Electrical Workers	$ 65.81	$ 50.70	3	2	$ 59.77	10,357	$ 619,014
Elevator Constructors	$ 94.34	$ 77.10	1	1	$ 85.72	872	$ 74,734
Glaziers	$ 54.75	$ 46.64	2	1	$ 52.05	1,401	$ 72,936
Heat & Frost Insulators	$ 59.52	$ 48.62	2	1	$ 55.89	2,884	$ 161,160
Iron Workers	$ 60.51	$ 44.75	2	1	$ 55.26	5,834	$ 322,376
Laborers - Building	$ 50.35	$ 41.93	2	1	$ 47.54	6,479	$ 308,041
Laborers - H&H	$ 56.21	$ 35.73	2	1	$ 49.38	1,696	$ 83,742
Millwrights	$ 58.55	$ 46.15	2	1	$ 54.42	2,160	$ 117,513
Operating Engineers - Building	$ 69.40	$ 58.40	2	1	$ 65.73	4,404	$ 289,473
Operating Engineers - H&H	$ 80.54	$ 66.30	2	1	$ 75.79	412	$ 31,223
Operating Engineers - Tech	$ 70.76	$ 57.71	2	1	$ 66.41	766	$ 50,856
Painters	$ 70.95	$ 35.30	2	1	$ 59.07	2,163	$ 127,741
Plasterers	$ 58.49	$ 37.93	2	1	$ 51.64	887	$ 45,778
Plumbers & Steamfitters	$ 61.91	$ 41.87	2	1	$ 55.23	6,908	$ 381,534
Roofers	$ 55.20	$ 38.64	2	1	$ 49.68	2,009	$ 99,790
Sheet Metal Workers	$ 63.52	$ 43.83	2	1	$ 56.96	4,845	$ 275,978
Sprinkler Fitters	$ 65.83	$ 46.20	2	1	$ 59.29	1,250	$ 74,079
Teamsters - H&H	$ 51.90	$ -	1	0	$ 51.90	186	$ 9,646
Total						**79,045**	**$ 4,355,006**
					Utilization Based on Site Activity		20%
					Total Savings for Non-Union Labor Using Apprentices		**$ 86,172**

Assumptions:

- Assume one (1) event per year. Two (2) years total (2025 & 2026)
- Based on the number of workers on site per week
- Only eight (8) hours of 24 guaranteed unworked

Revised Pay Hours	1
Number of Events	2

Craft	Rates & Benefits	Rates Only	Workers per Week	Guaranteed Pay (Hrs)	Total Savings
Bricklayers - Building	$ 58.75	$ 32.81	14	2	$ 2,371
Bricklayers - H&H	$ 58.70	$ 34.88	1	2	$ 165
Carpenters - Building	$ 55.18	$ 31.64	13	2	$ 2,047
Carpenters - H&H	$ 59.58	$ 34.18	3	2	$ 510
Cement Masons	$ 58.41	$ 34.88	8	2	$ 1,311
Electrical Workers	$ 65.81	$ 37.50	16	2	$ 3,012
Elevator Constructors	$ 94.34	$ 54.20	6	2	$ -
Glaziers	$ 54.75	$ 27.05	9	2	$ 1,484
Heat & Frost Insulators	$ 59.52	$ 34.66	9	0	$ -
Iron Workers	$ 60.51	$ 29.50	12	2	$ 2,196
Laborers - Building	$ 50.35	$ 28.07	10	2	$ 1,453
Laborers - H&H	$ 56.21	$ 31.21	6	2	$ 975
Millwrights	$ 58.55	$ 33.11	7	2	$ 1,176
Operating Engineers - Building	$ 69.40	$ 36.66	6	2	$ 1,226
Operating Engineers - H&H	$ 80.54	$ 47.46	2	2	$ 454
Operating Engineers - Tech	$ 70.76	$ 43.51	4	2	$ 784
Painters	$ 70.95	$ 41.06	13	2	$ 2,622
Plasterers	$ 58.49	$ 32.81	3	2	$ 505
Plumbers & Steamfitters	$ 61.91	$ 36.38	11	2	$ 1,924
Roofers	$ 55.20	$ 31.80	12	2	$ 1,886
Sheet Metal Workers	$ 63.52	$ 34.95	15	2	$ 2,763
Sprinkler Fitters	$ 65.83	$ 38.15	8	4	$ 3,603
Teamsters - H&H	$ 51.90	$ 26.09	2	2	$ 311
Total		**$ 812.56**			**$ 32,777**

Total Savings through the Reduction of Guaranteed Pay **$ 32,777**

Assumptions:

- Based on the number of workers on site for each observed holiday
- Assume project site planned shutdown on Christmas/New Years week (no pay obligation)

Number of Holidays: 8

Craft	Rates & Benefits	Workers per Week	Holiday Pay (Hrs)	Total Savings
Bricklayers - Building	$ 58.75	14	0	$ -
Bricklayers - H&H	$ 58.70	1	0	$ -
Carpenters - Building	$ 55.18	13	0	$ -
Carpenters - H&H	$ 59.58	3	8	$ 2,860
Cement Masons	$ 58.41	8	0	$ -
Electrical Workers	$ 65.81	16	0	$ -
Elevator Constructors	$ 94.34	6	8	$ -
Glaziers	$ 54.75	9	0	$ -
Heat & Frost Insulators	$ 59.52	9	0	$ -
Iron Workers	$ 60.51	12	0	$ -
Laborers - Building	$ 50.35	10	0	$ -
Laborers - H&H	$ 56.21	6	8	$ 21,585
Millwrights	$ 58.55	7	0	$ -
Operating Engineers - Building	$ 69.40	6	8	$ 26,650
Operating Engineers - H&H	$ 80.54	2	8	$ 10,309
Operating Engineers - Tech	$ 70.76	4	8	$ -
Painters	$ 70.95	13	0	$ -
Plasterers	$ 58.49	3	0	$ -
Plumbers & Steamfitters	$ 61.91	11	0	$ -
Roofers	$ 55.20	12	0	$ -
Sheet Metal Workers	$ 63.52	15	0	$ -
Sprinkler Fitters	$ 65.83	8	0	$ -
Teamsters - H&H	$ 51.90	2	0	$ -
Total				**$ 61,403**

Union Participation: 65%

Total Savings through the Elimination of Holiday Pay: $ 39,912

Applied Technology Center
STEM Building Project

Assumptions:

- Shift work is applicable to 10% of the total project hours (40% of applicable hours worked on a second shift/0% of ap
- Shift premiums set at 5% for second shift, 10% for third shift (or less as specified in the current applicable CBA)
- Shift work is applicable to the following crafts:

Carpenters - Building
Electrical Workers
Heat & Frost Insulators
Iron Workers
Laborers - Building
Painters
Plumbers & Steamfitters
Sheet Metal Workers
Sprinkler Fitters

Craft	1st Shift Union	1st Shift Non-Union	Wag 2nd Shift Union
Bricklayers - Building	$ 32.81	$ 32.81	$
Bricklayers - H&H	$ 34.88	$ 34.88	$
Carpenters - Building	$ 31.64	$ 31.65	$
Carpenters - H&H	$ 34.18	$ 34.18	$
Cement Masons	$ 34.88	$ 34.88	$
Electrical Workers	$ 37.50	$ 37.50	$
Elevator Constructors	$ 54.20	$ 54.20	$
Glaziers	$ 27.05	$ 27.05	$
Heat & Frost Insulators	$ 34.66	$ 34.66	$
Iron Workers	$ 29.50	$ 30.75	$
Laborers - Building	$ 28.07	$ 28.07	$
Laborers - H&H	$ 31.21	$ 31.21	$
Millwrights	$ 33.11	$ 33.11	$
Operating Engineers - Building	$ 36.66	$ 36.66	$
Operating Engineers - H&H	$ 47.46	$ 47.46	$
Operating Engineers - Tech	$ 43.51	$ 43.51	$
Painters	$ 41.06	$ 41.06	$
Plasterers	$ 32.81	$ 32.81	$
Plumbers & Steamfitters	$ 36.38	$ 36.38	$
Roofers	$ 31.80	$ 31.80	$
Sheet Metal Workers	$ 34.95	$ 34.95	$
Sprinkler Fitters	$ 38.15	$ 38.15	$
Teamsters - H&H	$ 26.09	$ 26.09	$

Applied Technology Center
STEM Building Project

Assumptions:

- Shift work is applicable to 10% of the total project hours (40% of applicable hours worked on a second shift/0% of app
- Shift premiums set at 5% for second shift, 10% for third shift (or less as specified in the current applicable CBA)
- Shift work is applicable to the following crafts:

Carpenters - Building
Electrical Workers
Heat & Frost Insulators
Iron Workers
Laborers - Building
Painters
Plumbers & Steamfitters
Sheet Metal Workers
Sprinkler Fitters

Craft	Project Hours	Applicable Hours	Hours E 1st Shift Unic
Bricklayers - Building	26,116	0	0
Bricklayers - H&H	66	0	0
Carpenters - Building	36,949	3,695	1,441
Carpenters - H&H	343	0	0
Cement Masons	3,767	0	0
Electrical Workers	29,592	2,959	1,154
Elevator Constructors	2,491	0	0
Glaziers	4,004	0	0
Heat & Frost Insulators	8,239	824	321
Iron Workers	16,669	1,667	650
Laborers - Building	18,512	1,851	722
Laborers - H&H	4,845	0	0
Millwrights	6,170	0	0
Operating Engineers - Building	12,582	0	0
Operating Engineers - H&H	1,177	0	0
Operating Engineers - Tech	2,188	0	0
Painters	6,179	618	241
Plasterers	2,533	0	0
Plumbers & Steamfitters	19,738	1,974	770
Roofers	5,739	0	0
Sheet Metal Workers	13,844	1,384	540
Sprinkler Fitters	3,570	357	139
Teamsters - H&H	531	0	0
Total	**225,844**	**15,329**	**5,978**

Applied Technology Center
STEM Building Project

Assumptions:

- Shift work is applicable to 10% of the total project hours (40% of applicable hours worked on a second shift/0% of ap
- Shift premiums set at 5% for second shift, 10% for third shift (or less as specified in the current applicable CBA)
- Shift work is applicable to the following crafts:

Carpenters - Building
Electrical Workers
Heat & Frost Insulators
Iron Workers
Laborers - Building
Painters
Plumbers & Steamfitters
Sheet Metal Workers
Sprinkler Fitters

Craft	All Shifts (No Differential)	1st Shift (STD)	Cost B 2nd Shift (STD)
Bricklayers - Building	$ -	$ -	$
Bricklayers - H&H	$ -	$ -	$
Carpenters - Building	$ 117,738	$ 70,152	$ 5
Carpenters - H&H	$ -	$ -	$
Cement Masons	$ -	$ -	$
Electrical Workers	$ 111,747	$ 66,582	$ 4
Elevator Constructors	$ -	$ -	$
Glaziers	$ -	$ -	$
Heat & Frost Insulators	$ 28,756	$ 17,134	$ 1
Iron Workers	$ 50,262	$ 29,942	$ 2
Laborers - Building	$ 52,327	$ 31,178	$ 2
Laborers - H&H	$ -	$ -	$
Millwrights	$ -	$ -	$
Operating Engineers - Building	$ -	$ -	$
Operating Engineers - H&H	$ -	$ -	$
Operating Engineers - Tech	$ -	$ -	$
Painters	$ 25,549	$ 15,223	$ 1
Plasterers	$ -	$ -	$
Plumbers & Steamfitters	$ 72,309	$ 43,084	$ 3
Roofers	$ -	$ -	$
Sheet Metal Workers	$ 48,723	$ 29,031	$ 2
Sprinkler Fitters	$ 13,715	$ 8,172	$
Teamsters - H&H	$ -	$ -	$
Total	**$ 521,126**	**$ 310,496**	**$ 22**

Summary	Cost	Savings
Standard Shift Differentials	$ 533,722	$ -
5% 2nd Shift/10% 3rd Shift Differentials or Less	**$ 527,844**	**$ 5,878**
No Differentials	$ 521,126	$ 12,596

Assumptions:

- Offsite fabrication would result in a 20% cost reduction
- Offsite fabrication only applies to the following crafts:
  - Carpenters (5% of total hours)
  - Electrical Workers (2% of total hours)
  - Iron Workers (2% of total hours)
  - Plumbers & Steamfitters (2% of total hours)
  - Sheet Metal Workers (5% of total hours)

Craft	Rates & Benefits	Project Hours	Offsite Work	Cost Reduction	Total Savings
Bricklayers - Building	$ 58.75	26,116	0%	20%	$ -
Bricklayers - H&H	$ 58.70	66	0%	20%	$ -
Carpenters - Building	$ 55.18	36,949	5%	20%	$ 20,388
Carpenters - H&H	$ 59.58	343	5%	20%	$ 204
Cement Masons	$ 58.41	3,767	0%	20%	$ -
Electrical Workers	$ 65.81	29,592	2%	20%	$ 7,790
Elevator Constructors	$ 94.34	2,491	0%	20%	$ -
Glaziers	$ 54.75	4,004	0%	20%	$ -
Heat & Frost Insulators	$ 59.52	8,239	0%	20%	$ -
Iron Workers	$ 60.51	16,669	2%	20%	$ 4,035
Laborers - Building	$ 50.35	18,512	0%	20%	$ -
Laborers - H&H	$ 56.21	4,845	0%	20%	$ -
Millwrights	$ 58.55	6,170	0%	20%	$ -
Operating Engineers - Building	$ 69.40	12,582	0%	20%	$ -
Operating Engineers - H&H	$ 80.54	1,177	0%	20%	$ -
Operating Engineers - Tech	$ 70.76	2,188	0%	20%	$ -
Painters	$ 70.95	6,179	0%	20%	$ -
Plasterers	$ 58.49	2,533	0%	20%	$ -
Plumbers & Steamfitters	$ 61.91	19,738	2%	20%	$ 4,888
Roofers	$ 55.20	5,739	0%	20%	$ -
Sheet Metal Workers	$ 63.52	13,844	5%	20%	$ 8,794
Sprinkler Fitters	$ 65.83	3,570	0%	20%	$ -
Teamsters - H&H	$ 51.90	531	0%	20%	$ -
Total		**225,844**			**$ 46,099**
				Union Participation	65%
				Total Savings through the Use of Offsite Fabrication	**$ 29,964**

Assumptions:

- Savings assumed by reducing one (1) work break by approximately five (5) minutes per day per employee

Craft	Union Rates	Project Hours	Workers per Week	Estimated Days	Total Savings
Bricklayers - Building	$ 32.81	26,116	14	233	$ 8,926
Bricklayers - H&H	$ 34.88	66	1	8	$ 24
Carpenters - Building	$ 31.64	36,949	13	355	$ 12,178
Carpenters - H&H	$ 34.18	343	3	14	$ 122
Cement Masons	$ 34.88	3,767	8	59	$ 1,369
Electrical Workers	$ 37.50	29,592	16	231	$ 11,559
Elevator Constructors	$ 54.20	2,491	6	52	$ 1,406
Glaziers	$ 27.05	4,004	9	56	$ 1,128
Heat & Frost Insulators	$ 34.66	8,239	9	114	$ 2,975
Iron Workers	$ 29.50	16,669	12	174	$ 5,122
Laborers - Building	$ 28.07	18,512	10	231	$ 5,413
Laborers - H&H	$ 31.21	4,845	6	101	$ 1,575
Millwrights	$ 33.11	6,170	7	110	$ 2,128
Operating Engineers - Building	$ 36.66	12,582	6	262	$ 4,805
Operating Engineers - H&H	$ 47.46	1,177	2	74	$ 582
Operating Engineers - Tech	$ 43.51	2,188	4	68	$ 992
Painters	$ 41.06	6,179	13	59	$ 2,643
Plasterers	$ 32.81	2,533	3	106	$ 866
Plumbers & Steamfitters	$ 36.38	19,738	11	224	$ 7,480
Roofers	$ 31.80	5,739	12	60	$ 1,901
Sheet Metal Workers	$ 34.95	13,844	15	115	$ 5,040
Sprinkler Fitters	$ 38.15	3,570	8	56	$ 1,419
Teamsters - H&H	$ 26.09	531	2	33	$ 144
Total		**225,844**			**$ 79,796**
				Union Participation	65%
				Total Savings through the Reduction of Work Breaks	**$ 51,867**

Assumptions:

- Assume all craft hous with Heavy & Highway classification be reclassified as Building
- All reclassifed work subject to Building rates only

Craft	Project Hours	Union Rates	Conession Rates	Labor Cost (w/o Con.)	Labor Cost (w/ Con.)	Total Savings
Bricklayers - Building	26,116	$ 32.81	$ 32.81	$ 856,866	$ 856,866	$ -
Bricklayers - H&H	66	$ 34.88	$ 32.81	$ 2,302	$ 2,165	$ 137
Carpenters - Building	36,949	$ 31.64	$ 31.64	$ 1,169,066	$ 1,169,066	$ -
Carpenters - H&H	343	$ 34.18	$ 31.64	$ 11,724	$ 10,853	$ 871
Cement Masons	3,767	$ 34.88	$ 34.88	$ 131,393	$ 131,393	$ -
Electrical Workers	29,592	$ 37.50	$ 37.50	$ 1,109,700	$ 1,109,700	$ -
Elevator Constructors	2,491	$ 54.20	$ 54.20	$ 135,012	$ 135,012	$ -
Glaziers	4,004	$ 27.05	$ 27.05	$ 108,308	$ 108,308	$ -
Heat & Frost Insulators	8,239	$ 34.66	$ 34.66	$ 285,564	$ 285,564	$ -
Iron Workers	16,669	$ 29.50	$ 29.50	$ 491,736	$ 491,736	$ -
Laborers - Building	18,512	$ 28.07	$ 28.07	$ 519,632	$ 519,632	$ -
Laborers - H&H	4,845	$ 31.21	$ 28.07	$ 151,212	$ 135,999	$ 15,213
Millwrights	6,170	$ 33.11	$ 33.11	$ 204,289	$ 204,289	$ -
Operating Engineers - Building	12,582	$ 36.66	$ 36.66	$ 461,256	$ 461,256	$ -
Operating Engineers - H&H	1,177	$ 47.46	$ 36.66	$ 55,860	$ 43,149	$ 12,712
Operating Engineers - Tech	2,188	$ 43.51	$ 43.51	$ 95,200	$ 95,200	$ -
Painters	6,179	$ 41.06	$ 41.06	$ 253,710	$ 253,710	$ -
Plasterers	2,533	$ 32.81	$ 32.81	$ 83,108	$ 83,108	$ -
Plumbers & Steamfitters	19,738	$ 36.38	$ 36.38	$ 718,068	$ 718,068	$ -
Roofers	5,739	$ 31.80	$ 31.80	$ 182,500	$ 182,500	$ -
Sheet Metal Workers	13,844	$ 34.95	$ 34.95	$ 483,848	$ 483,848	$ -
Sprinkler Fitters	3,570	$ 38.15	$ 38.15	$ 136,196	$ 136,196	$ -
Teamsters - H&H	531	$ 26.09	$ 26.09	$ 13,854	$ 13,854	$ -
Total	**225,844**			**$ 7,660,403**	**$ 7,631,471**	**$ 28,933**
					Union Participation	65%
				Total Savings through the Use of Wage Concessions		**$ 18,806**

Assumptions:

- 2% for large, long duration, complex projects
- 1% for smaller, shorter duration, less complex projects
- 1/4% to 1/2% savings reduction resulting from jurisdictional restrictions on small projects
- 1/4% to 1/2% savings reduction resulting from efficiencies already available through Design/Build Contracts

Management Rights Savings	Project	Project Cost	Percent Union	Total Savings
0.25%	ATC Building	$ 52,603,700	65%	$ 85,481
Total				**$ 85,481**

Total Savings through a Strong Managements Rights Clause	**$ 85,481**

Assumptions:

- Contractor contributions equivalent to $0.15/hr

Narrative:

To support Rochester Careers in Construction, Inc., a New York not-for-profit corporation, the Construction Manager will contribute $0.15/hr.

Project	Project Hours	Program Cost ($/hr)	Program Cost
ATC Building	225,844	$ (0.15)	$ (33,877)
Total			**$ (33,877)**

Total Cost of Supporting Rochester Careers in Construction **$ (33,877)**

Assumptions:

- Wicks Law is applicable to all Building & MEP work
- Assume a modest ten (10) percent reduction in project cost

Narrative:

Recent state legislation includes a provision that allows the Project Owner to aviod the use of Wicks Law if a Project Labor Agreement is implemented. Wicks Law requires that public works projects of this nature use multiple prime contractors, in a designated fashion, rather than allowing a single contractor on a construction projects.

Reports prepared by the New York State Division of Budget (May 1987) and New York State School Boards Association (March 1991) indicate that elimination of the requirement to comply with Wicks Law would reduce construction costs by 20 to 30 percent.

Project		Project Cost	Wicks Law Reduction		Program Cost
ATC Building	$	17,955,988	10%	$	1,795,599
Total				**$**	**1,795,599**

Total Savings through the Avoidance of Wicks Law	**$**	**1,795,599**

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