By Legislators McCabe and Smith

Intro. No. ___

RESOLUTION NO. ___ OF 2023

AUTHORIZING IMPLEMENTATION OF PROJECT LABOR AGREEMENT FOR AIRPORT TERMINAL AREA REVITALIZATION AIRPORT/CAMPUS INNOVATIONS AT FREDERICK DOUGLASS-GREATER ROCHESTER INTERNATIONAL AIRPORT PROJECT

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

Section 1. The Monroe County Legislature hereby authorizes the implementation of a Project Labor Agreement for the benefit of Monroe County for the Airport Terminal Area Revitalization Airport/Campus Innovations at Frederick Douglass-Greater Rochester International Airport Project.

Section 2. The County Executive, or his designee, is hereby authorized to take such necessary action as is required to ensure that the work on the Airport Terminal Area Revitalization Airport/Campus Innovations at Frederick Douglass-Greater Rochester International Airport Project is carried out in accordance with the terms of the Project Labor Agreement and, in the event 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 Chapter.

Environment and Public Works Committee; June 29, 2023 – CV: 7-0
Ways and Means Committee: June 29, 2023 – CV: 10-0
File No. 23-0216

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 Airport Terminal Area Revitalization Airport/Campus Innovations at Frederick Douglass-Greater Rochester International Airport Project

Honorable Legislators:

I recommend that Your Honorable Body authorize the implementation of a Project Labor Agreement ("PLA") for the Airport Terminal Area Revitalization Airport/Campus Innovations at Frederick Douglass-Greater Rochester International Airport Project ("Project").

The Project involves the construction of the Frederick Douglass Legacy Area, restoration of the Veterans Area, renovation of the Arrivals area to include updates to the ceiling system and replacement of furniture, modernize baggage claim area, construct new visitor's center, install enhanced wayfinding system, and provide curbside enhancements. The Project also includes renovations/modernizations to the ticket lobby including new furniture and plug-in capabilities, upgrades to the security checkpoint with digital signage, additional services to hearing loop system, a new parking guidance system, upgrades to three passenger elevators and one freight elevator, construction of canopy additions for the rental car area and short-term parking, refurbishment/modernization of the baggage belt system, and upgrades to the terminal fire alarm system, firehouse HVAC system, windows, and doors.

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 $964,500. 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 union trades by Monroe County, Seeler Engineering, P.C. and the project construction manager, LeChase Construction Services. The PLA will be executed between LeChase Construction Services as construction manager and the union trades.

The specific legislative actions required are:

1. Authorize the implementation of a Project Labor Agreement for the benefit of Monroe County for the Airport Terminal Area Revitalization Airport/Campus Innovations at Frederick Douglass-Greater Rochester International Airport Project.

2. Authorize the County Executive, or his designee, to take such necessary action as is required to ensure that the work on the Airport Terminal Area Revitalization Airport/Campus Innovations at Frederick Douglass-Greater Rochester International Airport 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.

These actions are Type II Actions pursuant to 6 NYCRR § 617.5(c)(2) ("replacement, rehabilitation or reconstruction of a structure or facility, in kind, on the same site, including upgrading buildings to meet building, energy, or fire codes unless such action meets or exceeds any of the thresholds in section 617.4 of this Part"); (22) ("installation of traffic control devices on existing streets, roads and highways"); and (31) purchase or sale of furnishings, equipment or supplies, including surplus government property, other than the following: land, radioactive material, pesticides, herbicides, or other hazardous materials") and is not subject to further review under the State Environmental Quality Review Act.

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

DRAFT REPORT
PROJECT LABOR AGREEMENT
BENEFIT ANALYSIS

MONROE COUNTY AIRPORT AUTHORITY
FREDERICK DOUGLASS GREATER ROCHESTER INTERNATIONAL AIRPORT
AIRPORT REVITALIZATION AND REDEVELOPMENT PROJECT
ROCHESTER, NEW YORK

MAY 11, 2023

Prepared By
Seeler Engineering, P.C.
401 Penbrooke Drive, Suite 3A
Penfield, New York 14526
(585) 388-6616

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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.

The Monroe County Airport Authority (MCAA) is in the process of procuring construction contracts for the Frederick Douglass Greater Rochester International Airport (FDGRIA) Airport Revitalization and Redevelopment Project (the Project). The Project has an estimated construction cost of approximately $19 million. Based upon the scope and schedule for this Project and consistent with New York State Labor Law Section 222, the MCAA is considering the use of a PLA.

The MCAA 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 Airport Revitalization and Redevelopment Project

The Frederick Douglass Greater Rochester International Airport is a public airport owned and operated by the Monroe County Airport Authority with an annual traffic exceeding 2.3 million passengers. The airport features a two-concourse terminal with a total of 21 gates, as well as three runways; a primary runway, a general aviation runway, and a crosswinds runway. There have been several improvement projects throughout the airport's history, with the most recent being in 2018 when the terminals were renovated as a part of the Upstate Airport Economic and Revitalization Competition program.

The Airport Revitalization and Redevelopment Project will continue the efforts to revitalize the terminal building by modernizing the ticketing and baggage claim areas and improving wayfinding systems and signage making it easier to navigate for travelers. The Project will also include improvements to airport operations spaces, improvements to the heating and air conditioning systems, improvements to the freight building and improvements to the baggage handling system.

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 14 labor craft unions (with 15 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 75 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. Except for components of the baggage handling system improvements, 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 a savings of $178,800 or approximately 3.5 percent of the projected cost of labor for the entire Project (estimated at $5,075,800). Cost savings attributed to each potential change in current CBAs are presented below.

Item No.	Provision		Savings
1	Flexible Shift Start Times	$	13,900
2	Industry Funds	$	9,800
3	Union Apprentice Ratios	$	8,400
4	Non-Union Apprentice Program	$	29,200
5	Guaranteed Pay	$	7,500
6	No Holiday Pay	$	8,300
7	Shift Work	$	42,900
8	Offsite Fabrication	$	13,400
9	Work Break Time Reduction	$	22,100
10	Management Rights	$	35,600
11	Rochester Careers in Construction	$	(12,300)
	Total Savings	**$**	**178,800**
	Total Labor Cost	$	5,075,800
	Total Savings Percentage		**3.5%**
	Total Construction Cost	$	18,969,100

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 $785,700. 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 $964,500 for a total Project construction cost of $19 Million, which is approximately a 5.1 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, four of the 15 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. It is also important to note many upcoming large-scale projects in nearby regions, including the $1.4 Billion Buffalo Bills Stadium, the first phase of the Micron chip plant in Syracuse, a $10 Billion project in an overall plan

of $100 Billion, the $2.3 Billion I-81 Viaduct Project in Syracuse, and the $600 Million Albany Port Project will place heavy demand for construction labor and will likely draw from the surrounding regions including Rochester. We anticipate that the labor market in the Rochester Region will continue to tighten as these Projects will draw labor from all regions. Job actions are likely to become more common and of longer duration. Based on the size and duration/packaging of this Project, we assess risk of job actions that would significantly impact the planned Project to be moving from low to moderate. The added guarantees of labor harmony through the use of a PLA are therefore considered a benefit.

Equal Opportunity and Workforce Training Objectives

Other benefits not easily translated into economic savings include enhanced workforce diversity and training objectives. Project specific workforce participation objectives of 5.3 percent minority and 6.9 percent female have been established. Enhanced language regarding workforce diversity and/or recruitment and training, therefore, is considered a benefit to this 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.

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 $12,300, 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/Disadvantaged Business Enterprise and Service-Disabled Veteran Owned Business participation

Minority/Women/Disadvantaged Business Enterprise (M/W/DBE) participation as well as Service-Disabled Veteran Owned Business (SDVOB) participation in the Project will be an important objective. It is anticipated that this Project will be packaged into seven different contracts, each with different participation goals based on funding sources. Individual percentages will be established at eight percent MBE, 15 percent WBE, six percent SDVOB and six percent DBE. Union affiliation in these business sectors in the Rochester Region are not uniform for all crafts or trades. A PLA could incorporate language addressing the unique challenges and needs faced by M/W/DBE and SDVOB contractors and, therefore, could be considered a benefit if such special terms are incorporated into an agreement.

Section 2 – Project Description

2.1 Scope

The Airport Revitalization and Redevelopment Project will continue the efforts to revitalize the terminal building by modernizing the ticketing and baggage claim areas and improving wayfinding systems and signage making it easier to navigate for travelers. The Project will also include improvements to airport operations spaces, improvements to the heating and air conditioning systems, improvements to the freight building and improvements to the baggage handling system.

Renovations to the terminal will include the construction of the Frederick Douglass Legacy Area, restoration of the Veteran's Area, and renovations of the Arrivals Area including updates to the ceiling systems, modernizing the baggage claim area, construction of a new visitor's center, enhancing the wayfinding system and replacing the existing furniture. Terminal renovations will also include the replacement of the three elevators, replacement of all vestibules and sliding door entrances and modernization of the ticketing lobby including new furniture and electronic improvements. Security improvements will include upgrades to the fire alarm system and expansion of new nodes for the existing buildings, as well as TSA checkpoint and communication upgrades.

Exterior improvements will include an addition to the existing canopy over the arrival and departure area to connect the rental car area and short-term parking area as well as the installation of new parking guidance systems at the parking garage, updated signage, and painting. There will also be improvements made to the Fire House building including upgrades to the HVAC systems as well as the windows.

It is anticipated that the Project will be packaged into ten separate construction bid packages, including:

- Contract 1 – Airport Access Road
- Contract 2 – Jet Bridge Replacements
- Contract 3 – Fredrick Douglass Legacy Project
- Contract 4 – Canopy Additions
- Contract 5 – Parking Guidance
- Contract 6 – Fire House Modernization
- Contract 7 – Fire Alarm System Upgrades
- Contract 8 – User Friendly Mobile Web App
- Contract 9 – TSA Checkpoint & Communication Upgrades
- Contract 10 – Refresh Mechanicals – Baggage

Contract 1, Contract 2, and Contract 8 are currently under contract and are therefore excluded from this analysis.

2.2 Schedule

A preliminary construction schedule has been established for the Project and is included as Appendix A. The overall Project construction duration is projected to be 18 months. Construction on the Project is anticipated to start in September of 2023 with all work to be substantially completed by the end of February of 2025.

While overall Project construction duration is projected to be approximately 18 months, it is anticipated that portions of the work will be limited to the off-hours as the airport will remain open and operational during construction. Additionally, as mentioned previously, it is anticipated that this Project will be broken up into ten bid packages (seven of which are the subject of this evaluation). Should there be any problems or delays in the initial work of the Project, subsequent work could be delayed, negatively impacting the Project schedule. As such, construction activities conducted in and around the airport terminal will require careful planning, coordination, and scheduling to provide a safe working environment for the travelers and airport staff, safe and secure screening areas, and to ensure there are no delays to the Project schedule.

The 18-month scheduled construction period allows construction to proceed with only one full summer season. Based on the size and scope of the Project, we would consider this schedule to be sufficient to complete all work objectives but with little room for slippage. Unique work schedules resulting in labor premiums are anticipated. Any schedule disruptions could jeopardize the scheduled completion of the Project.

2.3 Construction Costs

The Project team has prepared a preliminary Project cost estimate. The total construction cost for the scope of the Project to be evaluated for a PLA is estimated at $19 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, 15 craft labor unions with 16 agreements would have active involvement in the work planned for the Project, and includes the Bricklayers, Carpenters, Electrical Workers, Glaziers, Heat & Frost Insulators, Iron Workers, Laborers, Millwrights, Operating Engineers, Painters, Plumbers & Steamfitters, Roofers, Sheet Metal Workers, Sprinkler Fitters, and Elevator Constructors. The work included in this study is subject to Building agreements only 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 Bricklayers, Carpenters, Laborers, and Operating Engineers. 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 14 applicable crafts with 15 agreements that would have involvement on this Project.

Table 2 includes work area labor breakdowns for the Project. This analysis estimates that just over 82,000 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 75 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. With the exception of components of the baggage handling system improvements, 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 75 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 $5,075,800 or 26.8 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 14 applicable crafts with 15 agreements. The crafts analyzed are the Bricklayers, Carpenters, Electrical Workers, Glaziers, Heat & Frost Insulators, Iron Workers, Laborers, Millwrights, Operating Engineers, Painters, Plumbers & Steamfitters, Roofers, Sheet Metal Workers, and Sprinkler Fitters. The work included in this study is subject to Building agreements only 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 Bricklayers, Carpenters, Laborers, and Operating Engineers. Significant aspects of each of the 15 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. Four of the applicable agreements are set to expire at the start or during the lanned Project construction period and will require renewal. Those agreements are:

- Iron Workers – 6/30/2024
- Laborers (Building) – 4/30/2024
- Roofers – 6/1/2024
- Sheet Metal Workers – 4/28/2024

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 of the agreements standardize on a five-day, 40-hour work week, many of the agreements allow four 10-hour days as an alternative to the extent permitted by law and/or with permission from 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. The Heat & Frost Insulators do not address the issue, while the 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. 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. Several 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, such as the Iron Workers carry an hourly premiums ranging from seven to 17.3 for second shifts and 14 to 31.4 percent for third shifts but require the full eight hours of work. Additionally, the Glaziers, Heat & Frost Insulators, Iron Workers, 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 $2.00 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 Operating Engineers (Building and Technical) receive a paid day off of work, however the requirements vary by agreement. The Operating Engineers (Technical) must work one day before and one day after the designated holiday while the Operating Engineers (Building) must work five days before and one day after.

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
2/1	2
3/1	9
3/2	1
4/1	3

4.1.8 Mileage and Parking

Most agreements do not address mileage reimbursement. Some agreements, such as the Roofers require mileage to be paid when employees are required to use personal vehicles outside the designated free zone.

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, prohibited 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. Heavy, Highway and Bridge Construction subsector is reported at 35.3 percent as of the second quarter of 2022. The aging construction labor force, particularly in the Highway, Street, and Bridge construction subcategory 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 162 commercial and industrial projects reported over the last three months with a total value of $1.7 billion, 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 first phase of the Micron chip plant in Syracuse, a $10 Billion project in an overall plan of $100 Billion, the $2.3 Billion I-81 Viaduct Project in Syracuse, and the $600 Million Albany Port Project will place 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 75 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 Elevator Constructors have 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 airport 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 $13,900.

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 $0.38 per hour worked. Based on anticipated labor loadings, it is projected that savings from this provision would be approximately $9,800.

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 (75 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 would represent approximately 30 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 $8,400.

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 (25 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 would represent approximately 30 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 $29,200.

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 for the duration of the Project results in an estimated savings of $7,500.

5.2.6 Holiday Pay

A PLA could eliminate the requirement of holiday pay for the Operating Engineers. Our analysis assumes five 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 should be included in the no pay terms. The total estimated savings is $8,300.

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 utilize a multiple shift operation throughout the Project to limit interference with travelers, airlines and airport operations and avoid potential delays. Our analysis assumes 80 percent of the total hours related to the Fredrick Douglass Legacy Project, Fire House Modernization, Fire Alarm Security Upgrades, TSA Checkpoint & Communication Upgrades, and the mechanical and baggage upgrades would be performed on a

multiple shift schedule. Of that, 50 percent would be conducted on a second shift. As such, standardizing on shift premiums would result in savings of approximately $42,900.

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 $13,400.

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 $22,100.

5.2.10 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 $35,600.

5.2.11 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 $12,300, the equivalent of $0.15/hour for each projected hour to be worked, to the cost of the Project.

5.2.12 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.

5.2.13 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.

5.2.14 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 Project (construction cost estimated to be approximately $7.9 million) would result in a range of savings from $1.6 to nearly $2.4 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 $785,700. 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 $178,800 in direct labor costs or approximately 3.5 percent of the projected total cost of labor for the Project (estimated at $5,075,800). Total savings from labor cost reductions and the Wicks Law exemption could exceed $964,500 for a total Project construction cost of $19 Million, which is approximately a 5.1 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

While Project construction is to occur over a 18-month period, the airport will remain open and fully functional which will result in some work being performed during hours when the airport is not busy as to not disrupt any travelers or cause any delays. As such, construction activities conducted in and around the airport terminal will require careful planning, coordination, and scheduling to provide a safe working environment for the travelers and airport staff, safe and secure screening areas, and to ensure there are no delays to the Project schedule. Should there be any significant disruption to the supply of labor, or job actions over the use of non-union or non-local labor, the Project could be disrupted and the objective of completing all Project components on time would be jeopardized.

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 in 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/W/DBEs and SDVOBs working under an approved plan. These special considerations offer significant opportunity for these M/W/DBEs and SDVOBs 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 DBE Programs

Enhanced workforce diversity and training objectives are other benefits not easily translated into economic savings. Project specific workforce participation objectives of 5.3 percent minority and 6.9 percent female have been established. Enhanced language regarding workforce diversity and/or recruitment and training, therefore, is considered a benefit to this 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.

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 $12,300, 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/Disadvantaged Business Enterprise participation as well as Service-Disabled Veteran Owned Business participation in the Project will be an important objective. It is anticipated that this Project will be packaged into seven different contracts, each with different participation goals based on funding sources. Individual percentages will be established at eight percent MBE, 15 percent WBE, six percent SDVOB and six percent DBE. Union affiliation in these business sectors in the Rochester Region are not uniform for all crafts or trades. A PLA could incorporate language addressing the unique challenges and needs faced by M/W/DBE and SDVOB contractors and, therefore, could be considered a benefit if such special 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 the Monroe County Airport Authority with measurable economic benefit. We estimate that using a PLA could result in a savings of $178,800 in direct labor costs or approximately 3.5 percent of the projected total cost of labor for the Project (estimated at $5,075,800). Total savings from labor cost reductions and the Wicks Law exemption could exceed $964,500 for a total Project construction cost of $19 Million, which is approximately a 5.1 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/W/DBE and SDVOB 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 Airport Authority'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 FDGRIA Airport Revitalization and Redevelopment 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	5,795
Bricklayers - H&H	0
Carpenters - Building	12,273
Carpenters - H&H	0
Cement Masons	0
Electrical Workers	18,135
Elevator Constructors	1,536
Glaziers	2,454
Heat & Frost Insulators	1,257
Iron Workers	6,327
Laborers - Building	7,497
Laborers - H&H	0
Millwrights	2,383
Operating Engineers - Building	5,935
Operating Engineers - H&H	0
Operating Engineers - Tech	355
Painters	4,226
Plasterers	0
Plumbers & Steamfitters	3,170
Roofers	1,842
Sheet Metal Workers	6,305
Sprinkler Fitters	2,531
Teamsters - Building	0
Teamsters - H&H	0
Total	**82,021**

Table 3

Table 3
Key Features of Existing Labor Agreements

Agreement Provisions	Bricklayers - Building	Carpenters - Building	Electrical Workers	Glaziers	Heat & Frost Insulators	Iron Workers	Laborers - Building	Millwrights
Local Number	3	276	86	4	26	33	435	1163
Contract Expiration	4/30/2025	5/31/2026	5/25/2025	4/30/2025	5/31/2025	6/30/2024	4/30/2024	5/31/2023
Contract Duration	3 Years	5 Years	4 Years	3 Years	5 Years	3 Years	5 Years	1 Year
Regular Work Week	40 Hrs Mo - Fri	40 Hrs Mo - Fri	40 Hrs Mo - Fri	40 Hrs Mo - Fri	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 Lunch	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 Lunch
Start Time	5:00 AM Earliest	6:00 - 9:00 AM	7:00 AM (Can vary by 2 hours)	6:00 AM - 9:00 AM	7:00 AM - 8:00AM	6:00 AM Earliest	Not Addressed	6:00 AM - 8:00 AM (Set by Employer)
4-10 Hour Days	Acceptable with 48 hours notice	Acceptable to the extent permitted by law	Acceptable with 24 hours notice to the Union	Acceptable to the extent permitted by law	Not Addressed	Not Addressed	Not Addressed	Acceptable as 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 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 Work Week/Saturdays 2X Sundays/Holidays	1.5X After 8/Outside Work Week/Saturdays 2X Sundays/Holidays
Report-in Pay (Hrs)	2	2	2	2	0	2	2	2
Report-in Pay Description	2 Hours paid if employee shows up and no work is provided due to inclement weather	If no work is provided, unless due to inclement weather, utility failure, strike, riot or civil disturbance	If employee reports to the job and are not put to work due to conditions beyond the control of the employee	If no work is provided, unless out of the control of the employer	Not Addressed	IF employee reports to work and through no fault of his own is unable to start work because of inclement weather or any other unforseen condition @ $35/hr	If employee reports for work and no work is provided unless due to inclement weather	IF employee reports to work and is not worked regardless of weather
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% Premium 3rd Shift: 14% Premium	1st Shift: 8 hrs/8 hrs pay 2nd Shift: 8 hrs/8 hrs pay + 17.3% 3rd Shift: 8 hrs/8 hrs pay + 31.4%	Shift differential where prevailing rate and/or Project Labor Agreements apply. $2.00 for prior to 6:00 AM or after 12:00 noon	1st Shift: 8 hrs/8 hrs pay 2nd Shift: 8 hrs/8 hrs pay +15% 3rd Shift: 8 hrs/8 hrs pay + 15%	1st Shift: 8 hrs/8 hrs pay 2nd Shift: 8 hrs/8 hrs pay + 10% 3rd Shift: 8 hrs/8 hrs pay + 15%	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: 8 hrs/8 hrs pay + $2.00 3rd Shift: 8 hrs/8 hrs pay + $2.25
Single Irregular Shift/Night Work	No Premiums	No Premiums	Not Addressed	$2.00 Premium	15% Premium ($5.20)	10% Premium ($3.08)	Not Addressed	Not Addressed
Holiday Pay	No	No	No	No	No	No	No	No
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	New Years Day Memorial Day Independence Day Labor Day Thanksgiving Day Christmas Day	New Years Day Memorial Day Independence Day Labor Day Thanksgiving Day Christmas 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	New Year's Day Christmas Day Memorial Day Fourth of July Thanksgiving Day Labor Day
Journeymen (Ratio)	4	3	3	3	3	4	3	3
Apprentice (Ratio)	1	1	2	1	1	1	1	1
Travel/Parking Reimbursement Description	When traveling from job to job, milage will be paid at IRS Rate	Not Addressed	If traveling from job to job, milage paid at IRS rate	Milage paid from edge of free zone to job site. Parking fees reimbursed by the employer, not to exceed $10.00	Travel Expense depending on Township	Not Addressed	Not Addressed	Pre-negotiated expenses when traveling outside the geographical jurisdiction of Local 1163
Milage Reimbursement Rate	$0.54	$0.00	$0.54	$0.40	$0.00	$0.00	$0.00	$0.00
Parking Reimbursement Rate	$0.00	$0.00	$0.00	$10.00	$0.00	$0.00	$0.00	$0.00
Industry Fund Contributions	$0.15	$0.15	$0.38	$0.15	$0.10	$0.04	$0.00	$0.12
Other	NA	NA	NA	NA	NA	NA	NA	NA

Table 3
Key Features of Existing Labor Agreements

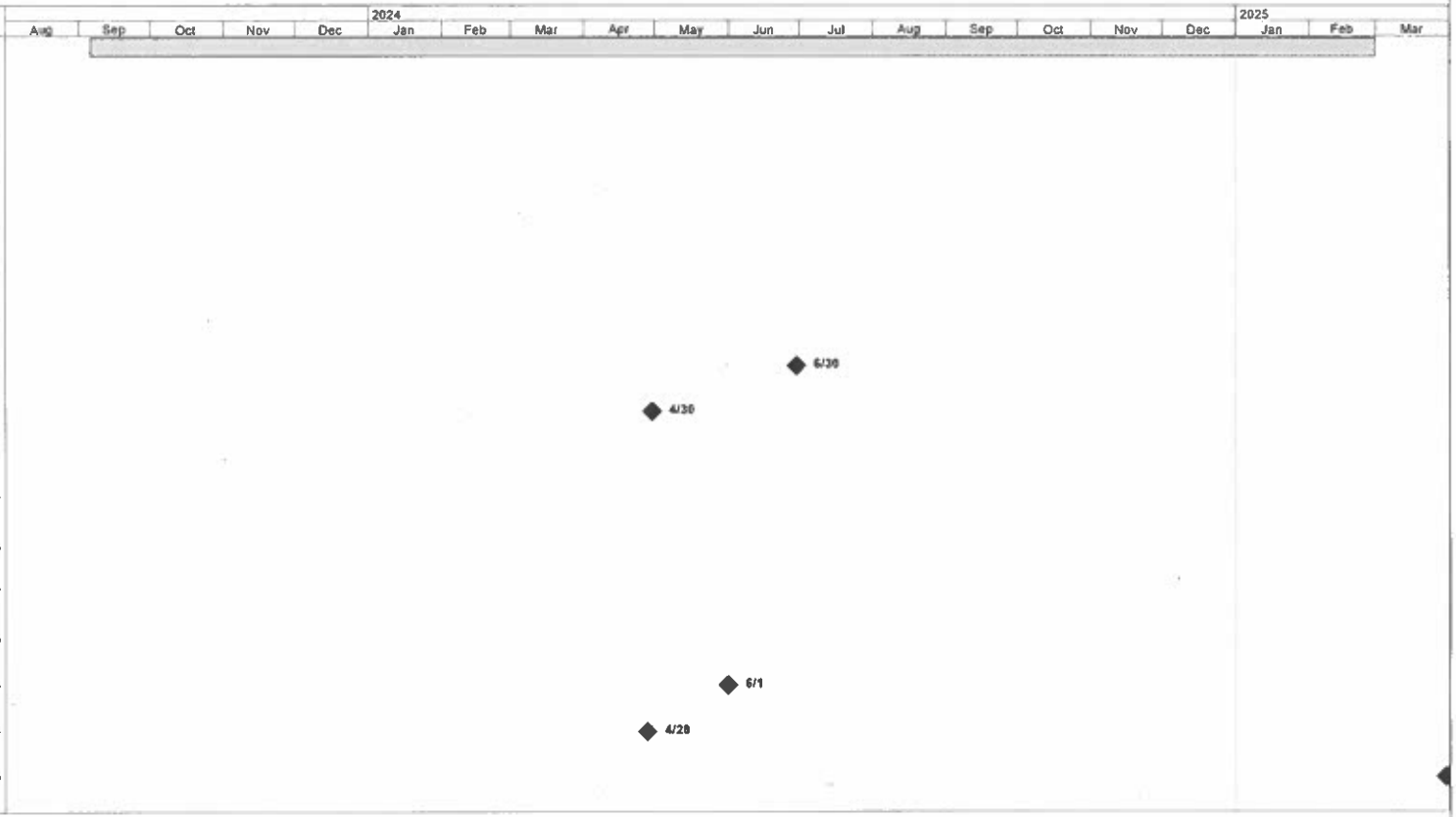
Agreement Provisions	Operating Engineers - Bldg	Operating Engineers - Tech	Painters	Plumbers & Steamfitters	Roofers	Sheet Metal Workers	Sprinkler Fitters
Local Number	158	158	4	13	22	46	669
Contract Expiration	2/28/2027	3/31/2026	4/30/2027	4/30/2025	6/1/2024	4/28/2024	3/31/2025
Contract Duration	4 Years	5 Years	5 Years	5 Years	3 Years	5 Years	4 Years
Regular Work Week	40 Hrs Mo - Fri	40 Hrs Mo - Fri	40 Hrs Mo - Fri	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 Lunch	8 Hrs/Day + 0.5 Hr Lunch	8 Hrs/Day + 0.5 Hr Lunch	8 Hrs/Day + 0.5 Hr Lunch
Start Time	6:00 AM to 8:00 AM	Flexible, Set by Contractor	8:00 AM	6:00 AM Earliest	5:00 AM - 4:30 PM	6:00 AM Earliest	6:00 AM Earliest
4-10 Hour Days	Acceptable	Acceptable unless prohibited by law	Acceptable as permitted by law	Not Addressed	Not Addressed	Acceptable	Acceptable with prior written notice to the union
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 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 Work Week/Saturdays 2X Sundays/Holidays
Report-in Pay (Hrs)	2	2	2	2	2	2	4
Report-in Pay Description	If employee reports for work and no work is provided	If employee reports for work and no work is provided	If employee reports for work and no work is provided	If employee reports for work and no work is provided due to unforseen conditions or inclement weather	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 due to weather or lack of material	4 hours @ Prevailing Wage if employee reports for work at regular time and no 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	$2.00 Premium for all shifts before 6:00 AM or after 12:00 PM	1st Shift: 8 hrs/8 hrs pay 2nd Shift: 8 hrs/ 8 hrs pay + 10%	Not Addressed	1st Shift: 8 hrs/8 hrs pay 2nd Shift: 8 hrs/8 hrs pay + 14% 3rd Shift: 8 hrs/8 hrs pay +20%	1st: 8 Hours/8 Hours Pay 2nd: 8 Hours/115% Pay 3rd: 8 Hours/115% Pay
Single Irregular Shift/Night Work	Not Addressed	Not Addressed	$2.00 Premium for all shifts before 6:00 AM or after 12:00 PM	Not Addressed	Not Addressed	Not Addressed	15% Premium ($5.72)
Holiday Pay	Yes, must work 5 days before/1 after	Yes, must work day before/after	No	No	No	No	No
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	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 Memorial Day July 4th Labor Day Thanksgiving Day Christmas Day
Journeymen (Ratio)	3	3	3	4	2	3	2
Apprentice (Ratio)	1	1	1	1	1	1	1
Travel/Parking Reimbursement Description	Not Addressed	Not Addressed	Travel pay depending on Zone	Not Addressed	Milage paid at IRS rate outside geographical jurisdiction. Room and Board $50/day or $335/week	Travel compensation outside free zone	0-60 miles = no expenses paid 61-80 miles = $17.50/Day 100+ miles = $80.00/Day 81-100 miles - $27.50/Day + $0.45/mile + (1/4)hourly rate per 15 miles traveled
Milage Reimbursement Rate	$0.00	$0.00	$0.00	$0.00	$0.54	$0.54	$0.00
Parking Reimbursement Rate	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Industry Fund Contributions	$0.05	$0.05	$0.00	$0.00	$0.20	$0.17	$0.25
Other	District 832	District 832	NA	NA	NA	NA	NA

Appendices

Appendix A

Appendix A
Monroe County Airport Authority
FDGRIA Airport Revitalization and Redevelopment Project
PLA Benefits Analysis
Expiration Dates of Various Craft CBAs

ID	Task Name	Finish
1	Airport Revitalization Project	Fri 2/28/25
2		
3	Bricklayers - Bldg	Wed 4/30/25
4	Carpenters - Bldg	Sun 5/31/26
5	Electrical Workers	Sun 5/25/25
6	Glaziers	Wed 4/30/25
7	Heat & Frost Insulators	Sat 5/31/25
8	Iron Workers	Sun 6/30/24
9	Laborers - Bldg	Tue 4/30/24
10	Millwrights	Wed 5/31/23
11	Operating Engineers - Bldg	Sun 2/28/27
12	Operating Engineers - Tech	Tue 3/31/26
13	Painters	Fri 4/30/27
14	Plumbers & Steamfitters	Wed 4/30/25
15	Roofers	Sat 6/1/24
16	Sheet Metal Workers	Sun 4/28/24
17	Sprinkler Fitters	Mon 3/31/25



Monroe County Airport Authority
Airport Revitalization/Redevelopment
Date: Thurs 05/11/23

Task | Progress | Summary | External Tasks | Deadline
Split | Milestone | Project Summary | External Milestone

Appendix B

Project Description		**Construction Cost**
GRIA Revitalization Project	$	18,969,096
Total Construction Cost	**$**	**18,969,096**
2023 Total Project Cost	**$**	**18,969,096**

Appendix C

Item No.	Provision		Savings
1	Flexible Shift Start Times	$	13,900
2	Industry Funds	$	9,800
3	Union Apprentice Ratios	$	8,400
4	Non-Union Apprentice Program	$	29,200
5	Guaranteed Pay	$	7,500
6	No Holiday Pay	$	8,300
7	Shift Work	$	42,900
8	Offsite Fabrication	$	13,400
9	Work Break Time Reduction	$	22,100
10	Management Rights	$	35,600
11	Rochester Careers in Construction	$	(12,300)
	Total Savings	**$**	**178,800**
	Total Labor Cost	$	5,075,800
	Total Savings Percentage		**3.5%**
	Total Construction Cost	$	18,969,100

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 one (1) year (2024)
- 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	7	$ -
Carpenters - Building	$ 55.18	7	$ -
Electrical Workers	$ 65.81	7	$ 5,528
Elevator Constructors	$ 94.34	4	$ -
Glaziers	$ 54.75	6	$ -
Heat & Frost Insulators	$ 59.52	3	$ -
Iron Workers	$ 61.76	7	$ -
Laborers - Building	$ 50.35	4	$ -
Millwrights	$ 58.55	5	$ -
Operating Engineers - Building	$ 69.40	4	$ -
Operating Engineers - Tech	$ 71.61	3	$ -
Painters	$ 70.95	5	$ -
Plumbers & Steamfitters	$ 61.91	4	$ 2,972
Roofers	$ 55.20	4	$ -
Sheet Metal Workers	$ 63.52	7	$ 5,336
Sprinkler Fitters	$ 66.08	6	$ 4,758
Total			**$ 18,593**
		Union Participation	75%
Total Savings through the Introduction of Flexible Shift Start Times			**$ 13,945**

Assumptions:

- Maximum Fund Contribution	$0.38/hr.
- Minimum Fund Contribution	$0.00/hr.
- Maximum Savings	$13,022
- Total Savings	**$9,766**

Craft	Total Hours	Industry Contribution	Total Cost
Bricklayers - Building	5,795	$ 0.15	$ 869
Carpenters - Building	12,273	$ 0.15	$ 1,841
Electrical Workers	18,135	$ 0.38	$ 6,891
Elevator Constructors	1,536	$ -	$ -
Glaziers	2,454	$ 0.15	$ 368
Heat & Frost Insulators	1,257	$ 0.10	$ 126
Iron Workers	6,327	$ 0.04	$ 253
Laborers - Building	7,497	$ -	$ -
Millwrights	2,383	$ 0.12	$ 286
Operating Engineers - Building	5,935	$ 0.05	$ 297
Operating Engineers - Tech	355	$ 0.05	$ 18
Painters	4,226	$ -	$ -
Plumbers & Steamfitters	3,170	$ -	$ -
Roofers	1,842	$ 0.20	$ 368
Sheet Metal Workers	6,305	$ 0.17	$ 1,072
Sprinkler Fitters	2,531	$ 0.25	$ 633
Total			**$ 13,022**
		Union Participation	75%
	Total Savings through the Elimination of Industry Funds		**$ 9,766**

Assumptions:

- Apprentice ratios per individual craft Collective Bargaining Agreement (CBA)
- Crew sizes large enough to utilize apprentice ratios is estimated to be 30 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	4,346	$ 242,573
Carpenters - Building	$ 55.18	$ 37.46	3	1	$ 50.75	9,205	$ 467,136
Electrical Workers	$ 65.81	$ 53.74	3	2	$ 60.98	13,601	$ 829,438
Elevator Constructors	$ 94.34	$ 77.10	1	1	$ 85.72	1,152	$ -
Glaziers	$ 54.75	$ 46.64	3	1	$ 52.72	1,841	$ 97,033
Heat & Frost Insulators	$ 59.52	$ 48.62	3	1	$ 56.80	943	$ 53,544
Iron Workers	$ 61.76	$ 41.69	4	1	$ 57.75	4,745	$ 274,019
Laborers - Building	$ 50.35	$ 32.48	3	1	$ 45.88	5,623	$ 257,984
Millwrights	$ 58.55	$ 46.15	3	1	$ 55.45	1,787	$ 99,103
Operating Engineers - Building	$ 69.40	$ 58.40	3	1	$ 66.65	4,451	$ 296,678
Operating Engineers - Tech	$ 71.61	$ 58.56	3	1	$ 68.35	266	$ 18,197
Painters	$ 70.95	$ 35.30	3	1	$ 62.04	3,170	$ 196,628
Plumbers & Steamfitters	$ 61.91	$ 41.87	4	1	$ 57.90	2,378	$ 137,660
Roofers	$ 55.20	$ 38.64	2	1	$ 49.68	1,382	$ 68,633
Sheet Metal Workers	$ 63.52	$ 43.83	3	1	$ 58.60	4,729	$ 277,093
Sprinkler Fitters	$ 66.08	$ 54.64	2	1	$ 62.27	1,898	$ 118,195
Total						**61,516**	**$ 3,433,915**

Assumptions:

- Apprentice ratios per individual craft Collective Bargaining Agreement (CBA)
- Crew sizes large enough to utilize apprentice ratios is estimated to be 30 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	3	1	$ 55.08	4,346	$ 239,381
Carpenters - Building	$ 55.18	$ 37.46	3	1	$ 50.75	9,205	$ 467,136
Electrical Workers	$ 65.81	$ 53.74	3	2	$ 60.98	13,601	$ 829,438
Elevator Constructors	$ 94.34	$ 77.10	1	1	$ 85.72	1,152	$ -
Glaziers	$ 54.75	$ 46.64	3	1	$ 52.72	1,841	$ 97,033
Heat & Frost Insulators	$ 59.52	$ 48.62	3	1	$ 56.80	943	$ 53,544
Iron Workers	$ 61.76	$ 41.69	2	1	$ 55.07	4,745	$ 261,321
Laborers - Building	$ 50.35	$ 32.48	3	1	$ 45.88	5,623	$ 257,984
Millwrights	$ 58.55	$ 46.15	3	1	$ 55.45	1,787	$ 99,103
Operating Engineers - Building	$ 69.40	$ 58.40	3	1	$ 66.65	4,451	$ 296,678
Operating Engineers - Tech	$ 71.61	$ 58.56	2	1	$ 67.26	266	$ 17,908
Painters	$ 70.95	$ 35.30	2	1	$ 59.07	3,170	$ 187,212
Plumbers & Steamfitters	$ 61.91	$ 41.87	3	1	$ 56.90	2,378	$ 135,277
Roofers	$ 55.20	$ 38.64	2	1	$ 49.68	1,382	$ 68,633
Sheet Metal Workers	$ 63.52	$ 43.83	3	1	$ 58.60	4,729	$ 277,093
Sprinkler Fitters	$ 66.08	$ 54.64	2	1	$ 62.27	1,898	$ 118,195
Total						**61,516**	**$ 3,405,936**
					Utilization Based on Site Activity		30%
					Total Savings through the Implementation of Apprentice Ratios of 2:1 or Better		**$ 8,394**

Assumptions:

- Crew sizes large enough to utilize apprentice ratios is estimated to be 30 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	1,449	$ 85,114
Carpenters - Building	$ 55.18	$ 37.46	3	0	$ 55.18	3,068	$ 169,306
Electrical Workers	$ 65.81	$ 53.74	3	0	$ 65.81	4,534	$ 298,360
Elevator Constructors	$ 94.34	$ 77.10	3	0	$ 94.34	384	$ -
Glaziers	$ 54.75	$ 46.64	3	0	$ 54.75	614	$ 33,589
Heat & Frost Insulators	$ 59.52	$ 48.62	3	0	$ 59.52	314	$ 18,704
Iron Workers	$ 61.76	$ 41.69	3	0	$ 61.76	1,582	$ 97,689
Laborers - Building	$ 50.35	$ 32.48	3	0	$ 50.35	1,874	$ 94,368
Millwrights	$ 58.55	$ 46.15	3	0	$ 58.55	596	$ 34,881
Operating Engineers - Building	$ 69.40	$ 58.40	3	0	$ 69.40	1,484	$ 102,972
Operating Engineers - Tech	$ 71.61	$ 58.56	3	0	$ 71.61	89	$ 6,355
Painters	$ 70.95	$ 35.30	3	0	$ 70.95	1,057	$ 74,959
Plumbers & Steamfitters	$ 61.91	$ 41.87	3	0	$ 61.91	793	$ 49,064
Roofers	$ 55.20	$ 38.64	3	0	$ 55.20	461	$ 25,420
Sheet Metal Workers	$ 63.52	$ 43.83	3	0	$ 63.52	1,576	$ 100,123
Sprinkler Fitters	$ 66.08	$ 54.64	3	0	$ 66.08	633	$ 41,812
Total						**20,505**	**$ 1,232,717**

Assumptions:

- Crew sizes large enough to utilize apprentice ratios is estimated to be 30 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	3	1	$ 55.08	1,449	$ 79,794
Carpenters - Building	$ 55.18	$ 37.46	3	1	$ 50.75	3,068	$ 155,712
Electrical Workers	$ 65.81	$ 53.74	3	2	$ 60.98	4,534	$ 276,479
Elevator Constructors	$ 94.34	$ 77.10	1	1	$ 85.72	384	$ -
Glaziers	$ 54.75	$ 46.64	3	1	$ 52.72	614	$ 32,344
Heat & Frost Insulators	$ 59.52	$ 48.62	3	1	$ 56.80	314	$ 17,848
Iron Workers	$ 61.76	$ 41.69	2	1	$ 55.07	1,582	$ 87,107
Laborers - Building	$ 50.35	$ 32.48	3	1	$ 45.88	1,874	$ 85,995
Millwrights	$ 58.55	$ 46.15	3	1	$ 55.45	596	$ 33,034
Operating Engineers - Building	$ 69.40	$ 58.40	3	1	$ 66.65	1,484	$ 98,893
Operating Engineers - Tech	$ 71.61	$ 58.56	2	1	$ 67.26	89	$ 5,969
Painters	$ 70.95	$ 35.30	2	1	$ 59.07	1,057	$ 62,404
Plumbers & Steamfitters	$ 61.91	$ 41.87	3	1	$ 56.90	793	$ 45,092
Roofers	$ 55.20	$ 38.64	2	1	$ 49.68	461	$ 22,878
Sheet Metal Workers	$ 63.52	$ 43.83	3	1	$ 58.60	1,576	$ 92,364
Sprinkler Fitters	$ 66.08	$ 54.64	2	1	$ 62.27	633	$ 39,398
Total						**20,505**	**$ 1,135,312**
					Utilization Based on Site Activity		30%
					Total Savings for Non-Union Labor Using Apprentices		**$ 29,222**

Assumptions:

- Assume one (1) event for the duration of the Project
- 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	1

Craft	Rates & Benefits	Rates Only	Workers per Week	Guaranteed Pay (Hrs)	Total Savings
Bricklayers - Building	$ 58.75	$ 32.81	7	2	$ 593
Carpenters - Building	$ 55.18	$ 31.64	7	2	$ 551
Electrical Workers	$ 65.81	$ 37.50	7	2	$ 659
Elevator Constructors	$ 94.34	$ 54.20	4	2	$ -
Glaziers	$ 54.75	$ 27.05	6	2	$ 495
Heat & Frost Insulators	$ 59.52	$ 34.66	3	0	$ -
Iron Workers	$ 61.76	$ 30.75	7	2	$ 649
Laborers - Building	$ 50.35	$ 28.07	4	2	$ 291
Millwrights	$ 58.55	$ 33.11	5	2	$ 420
Operating Engineers - Building	$ 69.40	$ 36.66	4	2	$ 409
Operating Engineers - Tech	$ 71.61	$ 43.51	3	2	$ 299
Painters	$ 70.95	$ 41.06	5	2	$ 504
Plumbers & Steamfitters	$ 61.91	$ 36.38	4	2	$ 350
Roofers	$ 55.20	$ 31.80	4	2	$ 314
Sheet Metal Workers	$ 63.52	$ 34.95	7	2	$ 645
Sprinkler Fitters	$ 66.08	$ 38.15	6	4	$ 1,357
Total		**$ 572.30**			**$ 7,535**

Total Savings through the Reduction of Guaranteed Pay **$ 7,535**

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: 5

Craft	Rates & Benefits	Workers per Week	Holiday Pay (Hrs)	Total Savings
Bricklayers - Building	$ 58.75	7	0	$ -
Carpenters - Building	$ 55.18	7	0	$ -
Electrical Workers	$ 65.81	7	0	$ -
Elevator Constructors	$ 94.34	4	8	$ -
Glaziers	$ 54.75	6	0	$ -
Heat & Frost Insulators	$ 59.52	3	0	$ -
Iron Workers	$ 61.76	7	0	$ -
Laborers - Building	$ 50.35	4	0	$ -
Millwrights	$ 58.55	5	0	$ -
Operating Engineers - Building	$ 69.40	4	8	$ 11,104
Operating Engineers - Tech*	$ 71.61	3	8	$ -
Painters	$ 70.95	5	0	$ -
Plumbers & Steamfitters	$ 61.91	4	0	$ -
Roofers	$ 55.20	4	0	$ -
Sheet Metal Workers	$ 63.52	7	0	$ -
Sprinkler Fitters	$ 66.08	6	0	$ -
Total				**$ 11,104**
			Union Participation	75%
			Total Savings through the Elimination of Holiday Pay	**$ 8,328**

*Assumed no survey work scheduled during a holiday week (no pay obligation)

Assumptions:

- Shift work is applicable to 80% of the total hours related to the Fredrick Douglass Legacy Project, Fire House Modernization, Fire Alarm Security Upgrades, TSA Checkpoint & Communication Upgrades, and Mechanicals-Baggage Refresh
- 50% of applicable hours worked on a second shift/0% worked on a third shift
- 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:
  - Bricklayers - Bldg
  - Carpenters - Bldg
  - Electrical Workers
  - Laborers - Bldg
  - Millwrights
  - Operating Engineers - Bldg
  - Painters
  - Plumbers & Steamfitters
  - Sheet Metal Workers

Wage Rates by Craft

Craft	1st Shift Union	1st Shift Non-Union	2nd Shift Union	2nd Shift Union (5%)	2nd Shift Non-Union	3rd Shift Union	3rd Shift Union (10%)	3rd Shift Non-Union
Bricklayers - Building	$ 32.81	$ 32.81	$ 35.89	$ 34.45	$ 32.81	$ 38.96	$ 36.09	$ 32.81
Carpenters - Building	$ 31.64	$ 31.65	$ 33.85	$ 33.22	$ 31.65	$ 36.07	$ 34.80	$ 31.65
Electrical Workers	$ 37.50	$ 37.50	$ 43.99	$ 39.38	$ 37.50	$ 49.28	$ 41.25	$ 37.50
Elevator Constructors	$ 54.20	$ 54.20	$ 65.21	$ 56.91	$ 54.20	$ 74.02	$ 59.62	$ 54.20
Glaziers	$ 27.05	$ 27.05	$ 29.05	$ 28.40	$ 27.05	$ 29.05	$ 29.76	$ 27.05
Heat & Frost Insulators	$ 34.66	$ 34.66	$ 39.86	$ 36.39	$ 34.66	$ 39.86	$ 38.13	$ 34.66
Iron Workers	$ 30.75	$ 30.75	$ 33.83	$ 32.29	$ 30.75	$ 35.36	$ 33.83	$ 30.75
Laborers - Building	$ 28.07	$ 28.07	$ 30.70	$ 29.47	$ 28.07	$ 33.33	$ 30.88	$ 28.07
Millwrights	$ 33.11	$ 33.11	$ 35.11	$ 34.77	$ 33.11	$ 35.36	$ 36.42	$ 33.11
Operating Engineers - Building	$ 36.66	$ 36.66	$ 40.10	$ 38.49	$ 36.66	$ 43.53	$ 40.33	$ 36.66
Operating Engineers - Tech	$ 43.51	$ 43.51	$ 47.59	$ 45.69	$ 43.51	$ 51.67	$ 47.86	$ 43.51
Painters	$ 41.06	$ 41.06	$ 43.06	$ 43.11	$ 41.06	$ 43.06	$ 45.17	$ 41.06
Plumbers & Steamfitters	$ 36.38	$ 36.38	$ 40.02	$ 38.20	$ 36.38	$ 40.02	$ 40.02	$ 36.38
Roofers	$ 31.80	$ 31.80	$ 31.80	$ 33.39	$ 31.80	$ 31.80	$ 34.98	$ 31.80
Sheet Metal Workers	$ 34.95	$ 34.95	$ 39.84	$ 36.70	$ 34.95	$ 41.94	$ 38.45	$ 34.95
Sprinkler Fitters	$ 38.15	$ 38.15	$ 43.87	$ 40.06	$ 38.15	$ 43.87	$ 41.97	$ 38.15

Assumptions:

- Shift work is applicable to 80% of the total hours related to the Fredrick Douglass Legacy Project, Fire House Modernization, Fire Alarm Security Upgrades, TSA Checkpoint & Communication Upgrades, and Mechanicals-Baggage Refresh
- 50% of applicable hours worked on a second shift/0% worked on a third shift
- 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:
  - Bricklayers - Bldg
  - Carpenters - Bldg
  - Electrical Workers
  - Laborers - Bldg
  - Millwrights
  - Operating Engineers - Bldg
  - Painters
  - Plumbers & Steamfitters
  - Sheet Metal Workers

			Hours Breakdown by Shift					
Craft	**Project Hours**	**Applicable Hours**	**1st Shift Union**	**1st Shift Non-Union**	**2nd Shift Union**	**2nd Shift Non-Union**	**3rd Shift Union**	**3rd Shift Non-Union**
Bricklayers - Building	5,795	4,636	1,739	580	1,739	580	0	0
Carpenters - Building	12,273	9,818	3,682	1,227	3,682	1,227	0	0
Electrical Workers	18,135	14,508	5,441	1,814	5,441	1,814	0	0
Elevator Constructors	1,536	0	0	0	0	0	0	0
Glaziers	2,454	0	0	0	0	0	0	0
Heat & Frost Insulators	1,257	0	0	0	0	0	0	0
Iron Workers	6,327	0	0	0	0	0	0	0
Laborers - Building	7,497	5,147	1,930	643	1,930	643	0	0
Millwrights	2,383	1,906	715	238	715	238	0	0
Operating Engineers - Building	5,935	2,974	1,115	372	1,115	372	0	0
Operating Engineers - Tech	355	0	0	0	0	0	0	0
Painters	4,226	2,777	1,041	347	1,041	347	0	0
Plumbers & Steamfitters	3,170	2,536	951	317	951	317	0	0
Roofers	1,842	0	0	0	0	0	0	0
Sheet Metal Workers	6,305	3,359	1,260	420	1,260	420	0	0
Sprinkler Fitters	2,531	2,025	759	253	759	253	0	0
Total	**82,021**	**49,687**	**18,633**	**6,211**	**18,633**	**6,211**	**0**	**0**

Assumptions:

- Shift work is applicable to 80% of the total hours related to the Fredrick Douglass Legacy Project, Fire House Modernization, Fire Alarm Security Upgrades, TSA Checkpoint & Communication Upgrades, and Mechanicals-Baggage Refresh
- 50% of applicable hours worked on a second shift/0% worked on a third shift
- 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:
  - Bricklayers - Bldg
  - Carpenters - Bldg
  - Electrical Workers
  - Laborers - Bldg
  - Millwrights
  - Operating Engineers - Bldg
  - Painters
  - Plumbers & Steamfitters
  - Sheet Metal Workers

		Cost Breakdown by Shift						
Craft	All Shifts (No Differential)	1st Shift (STD)	2nd Shift (STD)	2nd Shift (5%)	2nd Shift (MIN)	3rd Shift (STD)	3rd Shift (10%)	3rd Shift (Min)
Bricklayers - Building	$ 152,107	$ 76,054	$ 81,401	$ 78,906	$ 78,906	$ -	$ -	$ -
Carpenters - Building	$ 310,679	$ 155,339	$ 163,494	$ 161,164	$ 161,164	$ -	$ -	$ -
Electrical Workers	$ 544,050	$ 272,025	$ 307,320	$ 282,226	$ 282,226	$ -	$ -	$ -
Elevator Constructors	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Glaziers	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Heat & Frost Insulators	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Iron Workers	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Laborers - Building	$ 144,482	$ 72,241	$ 77,320	$ 74,950	$ 74,950	$ -	$ -	$ -
Millwrights	$ 63,121	$ 31,560	$ 32,990	$ 32,744	$ 32,744	$ -	$ -	$ -
Operating Engineers - Building	$ 109,042	$ 54,521	$ 58,354	$ 56,565	$ 56,565	$ -	$ -	$ -
Operating Engineers - Tech	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Painters	$ 114,015	$ 57,008	$ 59,090	$ 59,145	$ 59,090	$ -	$ -	$ -
Plumbers & Steamfitters	$ 92,260	$ 46,130	$ 49,590	$ 47,860	$ 47,860	$ -	$ -	$ -
Roofers	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Sheet Metal Workers	$ 117,404	$ 58,702	$ 64,866	$ 60,903	$ 60,903	$ -	$ -	$ -
Sprinkler Fitters	$ 77,246	$ 38,623	$ 42,968	$ 40,071	$ 40,071	$ -	$ -	$ -
Total	**$ 1,724,405**	**$ 862,203**	**$ 937,394**	**$ 894,535**	**$ 894,480**	**$ -**	**$ -**	**$ -**

Summary	Cost	Savings
Standard Shift Differentials	$ 1,799,597	$ -
5% 2nd Shift/10% 3rd Shift Differentials or Less	**$ 1,756,682**	**$ 42,914**
No Differentials	$ 1,724,405	$ 75,191

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	5,795	0%	20%	$ -
Carpenters - Building	$ 55.18	12,273	5%	20%	$ 6,772
Electrical Workers	$ 65.81	18,135	2%	20%	$ 4,774
Elevator Constructors	$ 94.34	1,536	0%	20%	$ -
Glaziers	$ 54.75	2,454	0%	20%	$ -
Heat & Frost Insulators	$ 59.52	1,257	0%	20%	$ -
Iron Workers	$ 61.76	6,327	2%	20%	$ 1,563
Laborers - Building	$ 50.35	7,497	0%	20%	$ -
Millwrights	$ 58.55	2,383	0%	20%	$ -
Operating Engineers - Building	$ 69.40	5,935	0%	20%	$ -
Operating Engineers - Tech	$ 71.61	355	0%	20%	$ -
Painters	$ 70.95	4,226	0%	20%	$ -
Plumbers & Steamfitters	$ 61.91	3,170	2%	20%	$ 785
Roofers	$ 55.20	1,842	0%	20%	$ -
Sheet Metal Workers	$ 63.52	6,305	5%	20%	$ 4,005
Sprinkler Fitters	$ 66.08	2,531	0%	20%	$ -
Total		**82,021**			**$ 17,899**
				Union Participation	75%
			Total Savings through the Use of Offsite Fabrication		**$ 13,424**

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	5,795	7	103	$ 1,981
Carpenters - Building	$ 31.64	12,273	7	219	$ 4,045
Electrical Workers	$ 37.50	18,135	7	324	$ 7,084
Elevator Constructors	$ 54.20	1,536	4	48	$ 867
Glaziers	$ 27.05	2,454	6	51	$ 691
Heat & Frost Insulators	$ 34.66	1,257	3	52	$ 454
Iron Workers	$ 30.75	6,327	7	113	$ 2,027
Laborers - Building	$ 28.07	7,497	4	234	$ 2,192
Millwrights	$ 33.11	2,383	5	60	$ 822
Operating Engineers - Building	$ 36.66	5,935	4	185	$ 2,266
Operating Engineers - Tech	$ 43.51	355	3	15	$ 161
Painters	$ 41.06	4,226	5	106	$ 1,807
Plumbers & Steamfitters	$ 36.38	3,170	4	99	$ 1,201
Roofers	$ 31.80	1,842	4	58	$ 610
Sheet Metal Workers	$ 34.95	6,305	7	113	$ 2,295
Sprinkler Fitters	$ 38.15	2,531	6	53	$ 1,006
Total		**82,021**			**$ 29,510**
				Union Participation	75%
				Total Savings through the Reduction of Work Breaks	**$ 22,133**

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%	GRIA	$ 18,969,096	75%	$ 35,567
Total				**$ 35,567**

Total Savings through a Strong Managements Rights Clause	**$ 35,567**

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
GRIA	82,021	$ (0.15)	$ (12,303)
Total			**$ (12,303)**

Total Cost of Supporting Rochester Careers in Construction **$ (12,303)**

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
GRIA	$	7,857,095	10%	$	785,709
Total				**$**	**785,709**

Total Savings through the Avoidance of Wicks Law	**$**	**785,709**

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