

1 **BOARD BILL # 3** **INTRODUCED BY ALDERMEN STEPHAN GREGALI**

2 An ordinance pertaining to public works contracts establishing apprenticeship training and
3 workforce diversity programs for City-funded public works contracts and projects funded by
4 federal highway and transit funds within the borders of the City of St. Louis.

5 Whereas, the City of St. Louis is committed to working in partnership with labor, business and
6 the community to create a skilled workforce that reflects the diversity of the population of the
7 region and the City; and

8 Whereas, a well trained, diverse workforce is critical to the economic and social vitality of the
9 region and the City; and

10 Whereas statistical data and other evidence shows that minorities and women are
11 underrepresented in the skilled workforce of the construction industry and that a diversity
12 program is needed to rectify such underrepresentation; and

13 Whereas, an employment opportunity in the construction industry is an important path toward
14 economic self-sufficiency and apprenticeship positions offer low-income individuals new
15 opportunities in higher paying industries; and

16 Whereas, the City’s public works contracts and highway and transit projects can provide training
17 and job opportunities as a means to increase the skills and diversity of the construction industry
18 workforce; and

19 Whereas, the City is committed to using training that is accepted industry-wide so that the
20 resulting journeyman worker can enter the region’s pool of skilled labor, fully qualified, for jobs
21 throughout the industry; and

22 Whereas, the City is committed to promoting apprenticeship opportunities on public works
23 projects and ensuring that all contractors participate in the requirement:

1 NOW, THEREFORE, BE IT ORDAINED BY THE CITY OF ST. LOUIS AS FOLLOWS:

2 SECTION ONE. City contracts shall provide the following terms and conditions on all contracts
3 hereafter entered into wherein the City has contracted with an entity for any type of construction
4 services for the City, including work on all public buildings, works and enterprises.

5 SECTION TWO. All persons, firms and corporations contracted by the Board of Public Service,
6 City of St. Louis, shall comply with the federal Davis-Bacon Act and the state prevailing wage
7 law and comply with all applicable statutes of the State of Missouri, the City Charter and the
8 Revised Code of the City, 1994, as amended.

9 SECTION THREE. Require that each contractor and subcontractor, before receiving any
10 payment, execute an affidavit that it has paid the prevailing wage for all work performed, and
11 provide certified payroll records for prior review before payment is executed.

12 SECTION FOUR. Require that all employees of the contractors and subcontractors performing
13 work on the site of a public building, works and enterprises have completed a ten (10) hour
14 OSHA safety course by March 2007.

15 SECTION FIVE. Provide written proof to the Board of Public Service hat all employees of the
16 contractor and subcontractor be journeymen, or have completed, or are currently enrolled in an
17 apprenticeship training program which has been certified and registered by the United States
18 Department of Labor, Bureau of Apprenticeship and Training. The length of the apprenticeship
19 training program shall be specific to each trade and the apprentice program shall conform to the
20 trade whose hours prevail on such work as determined by the Missouri Department of Labor and

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1 Industrial Relations in its annual wage order.

2 SECTION SIX The graduation and completion rate of each apprenticeship training program
3 shall be specific to each trade. In no case shall the graduation and completion rate of any
4 program be less than the established rates of the “Area Standard” program.

5 SECTION SEVEN. A highly skilled and trained workforce ensures and preserves the
6 installation quality of the construction project. This workforce also ensures a public body
7 receives the highest quality of work at competitive costs.

8 Therefore, by mandating a high level of experience with the capability to properly install City
9 projects, the City of St. Louis requires a maximum ratio of apprentices to journeyman workers
10 on its public works projects.

11 The apprentice to journeyman worker ratio shall be specific to each trade performing the work.
12 In no case shall the apprentice to journeyman worker ratio be more than the established ratio of
13 the “Area Standard” program.

14 SECTION EIGHT Require that craftworkers and other jobsite employees of contractors and
15 subcontractors shall have passed a drug test (negative result) prior to the start of work on the
16 project, and shall continue to remain active in a substance abuse program while employed on
17 City public works projects.

18 Craftworkers and other jobsite employees shall submit to testing for alcohol and controlled
19 substances under the rules and procedures of an acceptable drug testing program administered by
20 a third-party, contractor, contractor association, or others. The St. Louis Construction Industry

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1 Substance Abuse Consortium is such an acceptable drug testing program.

2 SECTION NINE. Require that each contractor comply with any Executive Order issued by the
3 Mayor of the City of St. Louis concerning minority hiring.

4 SECTION TEN. In the case of any violation of the provisions of the contracts or this Ordinance
5 6.04.150, the Mayor shall immediately give notice to the persons, firm or corporation and give
6 seven (7) days to remedy any violation. Should the persons, firms or corporations fail to remedy
7 the violations within seven (7) days, then the Mayor shall declare the contracts cancelled and
8 forfeited, and the work being done under such contracts shall be re-let in the manner provided
9 for the letting of the work, and the contractor shall thereafter be ineligible to bid upon work, and
10 the difference in the cost of doing the work under the contract so cancelled and forfeited, and
11 under the re-letting, shall be sued for the amount of the bond of the contractor so violating the
12 contract.

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