

1 **BOARD BILL # 428**                    **INTRODUCED BY ALDERMEN STEPHEN GREGALI**  
2 **AND LEWIS REED**

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

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

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

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

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

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

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

23 Whereas, the City is committed to promoting apprenticeship opportunities on public works

1 projects and ensuring that all contractors participate in the requirement:

2 **BE IT ORDAINED BY THE CITY OF ST. LOUIS AS FOLLOWS:**

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

6 **Section Two.** Any person or employee who may be involved in the performance, prosecution or  
7 accomplishment of any work performed by a person, firm or corporation contracted by the City  
8 of St. Louis, including but not limited to, subcontractors, joint ventures, etc., shall not be  
9 required to work more than eight (8) hours a day, unless the President of the Board of Public  
10 Service verifies extended hours are necessary and unavoidable for the project completion.

11 **Section Three.** All persons, firms and corporations contracted by the Board of Public Service,  
12 City of St. Louis, shall comply with the federal Davis-Bacon Act and the state prevailing wage  
13 law and comply with all applicable statutes of the State of Missouri, the City Charter and the  
14 Revised Code of the City, 1994, as amended.

15 **Section Four.** Require that each contractor and subcontractor, before receiving any payment,  
16 execute an affidavit that it has paid the prevailing wage for all work performed, and provide  
17 certified payroll records for prior review before payment is executed.

18 **Section Five.** Require that all employees of the contractors and subcontractors performing work  
19 on public buildings, works and enterprises have completed a ten (10) hour OSHA safety course  
20 by March 2007.

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1 **Section Six.** Require that all employees of the contractor and subcontractor be journeymen, or  
2 have completed, or are currently enrolled in an apprenticeship training program which has been  
3 certified and registered by the United States Department of Labor, Bureau of Apprenticeship and  
4 Training. The length of the apprenticeship training program shall be specific to each trade and  
5 will conform to the “Area Standard” program.

6 **Section Seven.** The graduation and completion rate of each apprenticeship training program  
7 shall be specific to each trade. In no case shall the graduation and completion rate of any  
8 program be less than the established rates of the “Area Standard” program.

9 **Section Eight.** A highly skilled and trained workforce ensures and preserves the installation  
10 quality of the construction project. This workforce also ensures a public body receives the  
11 highest quality of work at competitive costs. Therefore, by mandating a high level of experience  
12 with the capability to properly install City projects, the City of St. Louis requires a maximum  
13 ratio of apprentices to journeyman workers on its public works projects. The apprentice to  
14 journeyman worker ratio shall be specific to each trade performing the work. In no case shall the  
15 apprentice to journeyman worker ratio be more than the established ratio of the “Area Standard”  
16 program.

17 **Section Nine.** Require that all employees have passed a drug and alcohol test administered by a  
18 third party administrator (“TPA”) of the contractor or subcontractor, and continue to remain  
19 active in the substance abuse program while employed on City public works projects.

20 **Section Ten.** Require that each contractor comply with any Executive Order issued by the

1 Mayor of the City of St. Louis concerning minority hiring.

2 **Section Eleven.** In the case of any violation of the provisions of the contracts or this Ordinance,  
3 the Mayor shall immediately declare the contracts cancelled and forfeited, and the work being  
4 done under such contracts shall be re-let in the manner provided for the letting of the work, and  
5 the contractor shall thereafter be ineligible to bid upon work, and the difference in the cost of  
6 doing the work under the contract so cancelled and forfeited, and under the re-letting, shall be  
7 sued for the amount of the bond of the contractor so violating the contract.

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