



BRIGHTLINE DEFENSE PROJECT

LOCAL HIRING FACTSHEET

What is local hiring?

In San Francisco, local hiring policies are those that seek to have more San Francisco residents working on public construction projects in the City.

Why is local hiring San Francisco important?

Because so much money is spent on public infrastructure in San Francisco – nearly 2 billion dollars a year – local hiring can help promote inclusion in terms of race, ethnicity, gender, and the economically disadvantaged. Local hiring also keeps taxpayer dollars local to boost the San Francisco economy and reduces the environmental costs of having long commutes to a work site.

Why is the report called the “Failure of Good Faith”?

San Francisco has an existing law calling for 50% of job hours on public infrastructure projects to go to San Francisco residents. But these laws are based on “good faith” efforts rather than mandatory compliance. Our study of public works projects showed that these “good faith” efforts have failed. Only 24% of jobs are going to San Franciscans – far below the 50% written into law.

What are the other report findings?

We found that women worked fewer than 4% of total hours on the 29 San Francisco public works projects we looked at. The racial breakdown of work hours on these projects was as follows: Latinos 46%, Whites at 31%, African Americans 13%, Asian Pacific Islanders (API) 4%, and Native Americans less than 1%. The API percentages are well below that of their representation in the construction workforce (an estimated 30 percent).

In addition, racial diversity in the construction workforce varies by trade. For example, based on hours worked, electricians, elevator constructors, and plumbers are predominantly white, while laborers, plasterers, and roofers have more racial minorities.

What are the report’s recommendations to improve local hiring in San Francisco?

- Good faith efforts need to be replaced with mandatory provisions that include strong compliance and enforcement.
- Union procedures like project labor agreements and dispatch rules need to conform to City local hiring policy.
- Vocational English as a Second Language (VESL) needs to be increased and incorporated into training opportunities to promote inclusion in the trades.
- Apprenticeship opportunities should be targeted for San Francisco women and minorities, especially in disadvantaged neighborhoods.
- Local business programs should include provisions and incentives for local businesses to hire locally.
- Data collection needs to be more standard and improved.

Can local hiring work?

Yes, a 50% local hiring mandate is legal and achievable. In different ways, Cleveland, Los Angeles, and Richmond all have stronger local hiring policies than San Francisco. Experiences across the country now prove that mandatory local hiring is legal.

In San Francisco, there is a sufficient supply of local San Franciscans who currently work or want to work in construction to far exceed the projected demand for construction workers on public infrastructure projects.

What happens next?

Many community members, organizations, leaders, and elected officials feel strongly that local hiring policy needs to be reformed immediately. Over the next several months we expect a campaign to emerge to reform San Francisco’s local hiring policy.