

**AMENDMENT NO. 2 TO THE  
FIRST AMENDED AND RESTATED CITYWIDE PROJECT LABOR AGREEMENT  
FOR THE CITY OF SAN JOSE**

WHEREAS, on March 28, 2019, the City of San Jose (“City”) and the Santa Clara and San Benito Counties Building and Construction Trades Council (“Building Trades Council”), on behalf of its affiliated local Unions, entered into a Citywide Project Labor Agreement for the City of San Jose; and

WHEREAS, on June 3, 2022, the City and the Building Trades Council, on behalf of its affiliated local Unions, entered into the First Amendment and Restated Citywide Project Labor Agreement for the City of San Jose (“Project Labor Agreement”), which incorporated certain amendments authorized by the Mayor and City Council on December 14, 2021; and

WHEREAS, since its adoption, the Project Labor Agreement has promoted the efficiency of construction operations for the City and promoted the public interest in timely and economical completion of public works projects; and

WHEREAS, the City has continued to experience positive benefits from the Project Labor Agreement and from an ongoing relationship with the Building Trades Council and its affiliated local Unions; and

WHEREAS, on August 19, 2025, City Council amended Section 27.10.560 of Chapter 27.10 of Title 27 of the San Jose Municipal Code to increase the Public Works Director’s authority to award from \$1,200,000 to \$5,000,000; and

WHEREAS, the Building Trades Council has represented to the City that it has authority to execute this Amendment on behalf of its affiliated local Unions; and

WHEREAS, the City and the Building Trades Council now mutually desire to amend the Project Labor Agreement annual adjustment procedure to align with San Jose Municipal Code Chapters 27.08, 27.10 and 27.14 for Major Public Works Contracts.

NOW, THEREFORE, IT IS HEREBY AGREED BETWEEN THE PARTIES TO AMEND THE PROJECT LABOR AGREEMENT AS FOLLOWS:

- 1) Section 1.9 of the Project Labor Agreement shall be removed and replaced in its entirety, as follows:
  - a. "Project" means a project for which the City sends out the initial solicitation of a bid or proposal after the effective date of the Agreement, and that meets all three of the following requirements:

(1) it is a public works project for construction awarded by the City (subject to section (c) below), (2) it is paid for in whole or in part out of City funds, and (3) the City's engineer's estimate of the total cost of the Construction Contract(s) to construct it exceeds the Public Works Major Contract threshold as set forth in San Jose Municipal Code Chapter 27.08..

- i. In determining the Major Public Works Contract threshold, the City will consider all Construction Contracts required to complete an integrated construction project and will include design costs for a design-build Construction Contract.
  - ii. Every July 1, the threshold will be adjusted to be equal to the value of the Major Public Works threshold as set forth in Section 27.08 (Procuring Major Public Works Contracts) of the San Jose Municipal Code.
  - iii. The City and the Building Trades Council may mutually agree in writing to add additional projects to be covered by this Agreement. The term Project applies to all projects as defined in this section, whether used in the singular or plural herein.
- 2) Other than as explicitly set forth herein, this Amendment No. 2 shall make no other changes, modifications, additions, or deletions to the Project Labor Agreement.
  - 3) This Amendment No. 2 shall be attached to and included with the Project Labor Agreement for all intents and purposes, including all bid solicitations or similar documents issued by the City, and shall continue in full force and effect concurrently with the Project Labor Agreement.
  - 4) This Amendment No. 2 shall become effective when executed by the City and the Building Trades Council.

Dated: Oct 8<sup>th</sup> 2025

SANTA CLARA AND SAN BENITO COUNTIES  
BUILDING AND CONSTRUCTION TRADES  
COUNCIL

David Bini  
David Bini, Executive Director

Dated: 10/31/2025

CITY OF SAN JOSE

*Emily Lam*

Email: emily.lam@sanjoseca.gov

Name: Emily Lam

Title: Director, Officer of the City Manager

Dated: 10/29/2025

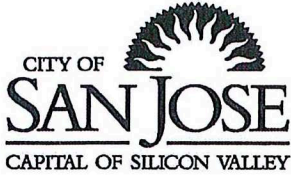
APPROVED AS TO FORM

*Wesley Klimczak*

Email: wesley.klimczak@sanjoseca.gov

Name: Wesley Klimczak

Title: Senior Deputy City Attorney



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- FULLY EXECUTED COPY TO FOLLOW

CITY STAFF: \_\_\_\_\_  
STAFF EMAIL: \_\_\_\_\_

### SCANNED SIGNATURE AUTHORIZATION

DATE: October 8<sup>th</sup> 2025 TOTAL PAGES: 4  
(INCLUDING THIS PAGE)

CONSULTANT NAME: David Bini  
EMAIL: David@scbtc.org  
PHONE: 408-781-8429

I agree to use electronic signatures

SIGNATURE OF CONSULTANT: David Bini

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REVIEW THE ENCLOSED DOCUMENT, IF IT IS ACCEPTABLE:

1. SIGN THE DOCUMENT
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