

**OGDENSBURG BRIDGE AND PORT AUTHORITY
BOARD MEETING
MONDAY, SEPTEMBER 25, 2023**

- I. Meeting Called to Order by Chairperson Vernon D. Burns at 5:00 PM.
- II. Letters and Communications to the Board.
- III. Approval of Board Minutes:
 - August 10, 2023 Board Meeting Minutes
 - August 28, 2023 Finance Committee Meeting Minutes
 - September 17, 2023 Special Board Meeting Minutes
- IV. Reports
 - Presentations and Reports:
 - 1. Committee Reports
 - a) Finance Committee
 - 2. Reports:
 - a) Income/Expense Report
 - b) Bridge Traffic Report
 - c) Airport Activity Report
 - d) Port Activity Report
 - e) Economic Development Report, Including Building Occupancy
- V. Unfinished Business.
- VI. Business Items.
 - A. General Administration
 1. None.
 - B. Ogdensburg-Prescott International Bridge
 1. None.
 - C. Commerce Park
 1. None.
 - D. Ogdensburg International Airport
 1. Acceptance of Benefit Analysis Recommendations and Authorization of Project Labor Agreement
 2. Approval of T-Hangar Lease Agreement with Frederick Proven
 - E. Port of Ogdensburg
 1. Approval of Equipment Lease - CAT Wheel Loader from Milton - CAT
 - F. New York & Ogdensburg Railroad
 1. None.

G. Border Station

1. None.

H. Other Such Matters

1. None.

VII. Concluding Comments from Citizens, Board Members, and/or Authority Staff.

VIII. Next Meeting Dates:

October 12, 2023	Thursday	5:00 PM	_____	(Proposed)
November 9, 2023	Thursday	5:00 PM	_____	(Proposed)
December 14, 2023	Thursday	5:00 PM	_____	(Proposed)

IX. Adjournment

Dated: September 21, 2023



Steven J. Lawrence
Executive Director

Board of Directors:

Mr. Vernon D. "Sam" Burns, Chairperson
Ms. Megan J. M. Whitton, Vice Chair
Mr. Christopher B. T. Coffin, Treasurer
Mr. David King, Secretary
Ms. Jennifer Quirk-Pickman, Member
Ms. Nicole Terminelli, Member
Ms. Toni Kennedy, Member

Staff:

Mr. Steven J. Lawrence, Executive Director
Ms. Patricia A. Nisco, CFO
Mr. Anthony Adamczyk, Director of Economic Development
Mr. James D. Chase, Director of Operations
Mr. Charlie Garrelts, Airport Manager

Press:

Mr. Andy Gardner, WDT
Ms. Monica Sandreczki, North. Country Public Radio
Ms. Dawn Merz, Radio Station YES FM
WWNY TV-7
Mr. Jimmy Lawton, North Country Now
Mr. Jim Leven, Community Broadcasters

**OGDENSBURG BRIDGE & PORT AUTHORITY
BOARD MEETING
THURSDAY AUGUST 10, 2023**

A meeting of the Board of Directors of the Ogdensburg Bridge and Port Authority was held in the Board Room of the Administration Building on Thursday, August 10, 2023 at 5:00 PM.

The following were present:

Vernon D. Burns, Chairperson
Megan J. M. Whitton, Vice-Chairperson
David D. King, Secretary, Member
Nicole Terminelli, Assistant Secretary
Toni Kennedy, Member

ALSO: Jennifer Granzow, Counsel
Steven J. Lawrence, Executive Director
Patricia A. Nisco, Chief Financial Officer
Anthony Adamczyk, Director of Economic Development
James D. Chase, Director of Operations
Charlie Garrelts, Airport Manager

ABSENT: Jennifer Quirk-Pickman, Member

I. Vernon D. Burns, Board Chair, called the meeting to order at 5:08 PM.

II. Letters and Communications to the Board.

Executive Director, Steven J. Lawrence, stated there were no letters or communications to the Board.

III. Approval of Meeting Minutes.

- **June 8, 2023 Board Meeting Minutes**
- **July 10, 2023 Finance Committee Meeting Minutes**
- **July 10, 2023 Board Meeting Minutes**
- **July 10, 2023 OBA Board Meeting Minutes**
- **July 31, 2023 Finance Committee Meeting Minutes**
- **July 31, 2023 Facilities Committee Meeting Minutes**
- **July 31, 2023 Personnel Committee Meeting Minutes**

On a motion by Secretary, David D. King, seconded by Vice Chair, Megan J.M. Whitton, the meeting minutes were approved by voice vote.

IV. Presentations and Reports

1. Committee Reports

a) Finance Committee

- Finance Committee Chair, David D. King, stated that the Finance Committee met and reviewed the Financial Reports provided. He turned it over to Chief Financial Officer, Patricia A. Nisco.
- Chief Financial Officer, Patricia A. Nisco, started with the Statement of Financial Position, and reported that as of June 30th, 2023, Accounts Receivable Regular is at \$319,763, and 90% of open A/R is either current or 1 – 30 days. Accounts Payable Regular is at \$520,152. Projects Accounts Payable will be paid off this month.
- Chief Financial Officer, Patricia A. Nisco, moved on to the Budget to Actual, and reported that the Bridge Revenue is up. The Airport fuel sales are down because the airline didn't buy fuel in the month of May. The Industrial Park is right on target and the Marine Terminal is a bit above target. The expenses are on target, except for the Marine Terminal legal expense, which had legal expense for the ILA grievance process. Board Chair, Vernon D. Burns, asked if the OBPA is financially a little bit better than expected for the end of June. Chief Financial Officer, Patricia A. Nisco, confirmed that yes, the OBPA is financially a little bit better than expected at the end of June, one quarter into the Fiscal Year. A majority of that is because the OBPA has deferred items.
- The Cash Flow July to December 2023 shows the situation quite clearly for the next six months. The only change is that it shows is that salt will be received early.

b) Facilities Committee

- Facilities Committee Chair, David D. King, stated that the Facilities Committee met and asked Executive Director, Steven J. Lawrence, to review the projects that were discussed at the meeting. Executive Director, Steven J. Lawrence, reported that the Childcare Initiative Project was reviewed and he made everyone aware of where the OBPA was with the funding for this project. There

is funding from Senator Gillibrand's Office as well as a request for funding through NYS ESD. If that request is successful, the OBPA should be able to move forward with this project. An RFQ will be done to obtain engineers. The third quarter of this year is when the decisions will be made on the ESD funding.

- Facilities Committee Chair, David D. King, asked Executive Director, Steven J. Lawrence, to update the Board on the Port Expansion Project. Executive Director, Steven J. Lawrence reported that with this project there is a two-prong approach, two different ways to build the expansion. 1. Cell Construction with Dredging Prior to Construction, 2. O-Pile Construction with Dredging Prior to Construction. The reason for the options is that you may have contractors that can do both options, or one much better and cheaper. This has been submitted to the DOT for their review and comments.
- Executive Director, Steven J. Lawrence, moved on to update the Board on the Airport Terminal Expansion Project, and reported that the project has decreased in size to fit it into the cost of the project. The PLA was built on the larger number since the budget was done a year ago when materials were cheaper. Executive Director, Steven J. Lawrence, will ask for a quorum to approve the new PLA after it comes back in approximately 60 days.
- Director of Economic Development, Anthony Adamczyk, discussed the Branding Style Guide that was brought forward to the Facilities Committee meeting. This document will be used internally and with marketing in how we visually communicate the OBPA.
- Facilities Committee Chair, David D. King, stated that the only other two items that were discussed were the changes to the Airport Rates & Charges, which will be discussed within a resolution later in the meeting, and E-Transit. Chief Financial Officer, Patricia A. Nisco, confirmed that there is a meeting scheduled next week with E-Transit.

c) Personnel Committee

- Chief Financial Officer, Patricia A. Nisco, reported that the Personnel Committee met on July 31st, 2023, to discuss a number of items in the Management Personnel Handbook that may need updating. There was a working meeting on August 7th to begin discussing options. These items will be discussed Executive Session.

2. Reports

a) Bridge Traffic Report

- July overall crossings were down 17.6% over 2019. Even though crossings are down, they are down by less each month. This percentage is a little better than anticipated. Auto crossings were down 18% from 2019, and truck traffic is down by 12% over 2019. Numbers are encouraging, there was some terrific holiday traffic. This has translated to improvement on the budget side.
- The Bridge Crew is preparing for the bridge inspection at the end of the month with Parsons. It is anticipated that there will be an underwater portion this year. Board Chair, Vernon D. Burns, asked if there was an expectation for any surprises. Executive Director, Steven J. Lawrence, confirmed that there was no anticipation for surprises.

b) Airport Activity Report

- Airport Manager, Charlie Garrelts, reported that there was a huge jump in passenger enplanements. July saw 865 enplanements, a 50% increase. Board Chair, Vernon D. Burns, asked for the reason. Airport Manager, Charlie Garrelts, couldn't really speak to the reason. He said possibly holiday travel. He believes if the airline can beat their on-time performance, then they can continue to get more passengers.
- Airport Manager, Charlie Garrelts, has been working with the airline for the last month to acquire a marketing budget. The Airport has received a \$25,000

marketing budget from Contour. He has been working with a marketing firm that does strictly digital marketing to start spending down this marketing budget. The marketing will focus on eight months – September to April with Facebook and YouTube ads.

Economic Development Director, Anthony Adamczyk, shared a sample of what kind of advertising will be placed on the digital billboards in Canada. Board Chair, Vernon D. Burns, asked if there was any way to tell how effective an ad is. Economic Development Director, Anthony Adamczyk, confirmed that the OBPA will be receiving a metrics report of some kind.

c) Port Activity Report

- Director of Operations, James D. Chase, reported that the ag products inventory is low in storage. Mid-to-end of August, there will be an increase of in-bound rail cars. Salt is moving in at a rapid pace. There will be a total of five salt ships. As salt is based on tonnage, the two partial deliveries will be considered one ship, so a total of four ships. Transformers are coming in from Spain. 140 pieces. A specialty contractor will be at the port to move the containers.
- Director of Operations, James D. Chase, reported that a lighting project in Building 6 is just about complete. The upgrades are being done through National Grid. The Authority pays for all the lights, and then submits for reimbursement. Lighting upgrades are being done in Building 14 as well.

d) Economic Development Report, Including Building Occupancy

- Economic Development Director, Anthony Adamczyk, reported that Building Occupancy is holding steady at 90%. There are still vacancies in Building 1 and 4. Working on building out the listing for this space and spaces available at the Port, trying to leverage what the OBPA has for real estate assets. Working on lease renewals. Everyone continues to renew with the OBPA, with the exception of one tenant. He appreciates the faith the tenants continue to put in the OBPA.

Started preliminary discussions with a newer tenant about their expansion plans in the Commerce Park, which has a Foreign Trade Zone component. He would really like to see a second company utilize this. He's been working with the St. Lawrence County Chamber of Commerce for better visibility and to build awareness for the Foreign Trade Zone and the Airport Expansion Project. Once certain renderings and digital walk through of the Airport Expansion Project are available, the OBPA is excited about bringing that to the public. Their next meeting is October 2023.

- Economic Development Director, Anthony Adamczyk, stated that he has reached out to the US Commercial Service, which is housed in the US Embassy in Ottawa, and expressed his interest about being on site for a meeting.
- The potential Heavy Industrial Park Project is progressing forward. The appraisal is scheduled for next Tuesday. He will give an update when he has more.

V. Unfinished Business.

None.

VI. Business Items

A. General Administration

1. **Following an Executive Session:** Department of Labor (DOL) & Division of Human

Rights (DHR) Updates to the Management Personnel Handbook. On a motion by

Nicole Terminelli, seconded by Toni Kennedy, it was,

RESOLVED, that the Chief Financial Officer is hereby authorized and directed to update the Management Personnel Handbook and CSEA addendum with regard to the items listed in the report (wage transparency, list of protected categories, right of nursing mothers, sexual harassment and whistleblower policy) in order to remain compliant with NYS Laws and Policies.

A vote was called.

AYES: David D. King
Nicole Terminelli
Vernon D. Burns
Megan J.M. Whitton
Toni Kennedy

MOTION CARRIED

2. **Following an Executive Session:** Update of management Personnel Handbook: Section 3.03 Health Insurance Opt-out Policy. On a motion by Vice Chair, Megan J. M. Whitton, seconded by Secretary, David D. King, it was

RESOLVED, that the Chief Financial Officer is hereby authorized and directed to changed Section 3.03 of the Management Personnel Handbook to read:

The Ogdensburg Bridge and Port Authority employees electing not to receive Authority-provided health insurance will be eligible for \$5,000 annually in lieu of receiving the health coverage benefit. The taxable buy-out provision coincides with the plan year and will be paid in semi-annual installments to the individual (September & March).

A vote was called.

AYES: Nicole Terminelli
Vernon D. Burns
Megan J.M. Whitton
Toni Kennedy
David D. King

MOTION CARRIED

3. **Following an Executive Session:** Update of Management Personnel Handbook: Sections 3.09 and 3.10 Continuous Employment for New Employees. On a motion by Toni Kennedy, seconded by Vice Chair, Megan J. M. Whitton, it was,

RESOLVED, that the Chief Financial Officer is hereby authorized and directed to change the Management Personnel Handbook Section 3.09 as follows: *New Employees may use vacation allowances after 3 months of continuous employment* -and- Section 3.10 to: *New employees may use personal leave after 3 months of continuous employment unless emergency circumstances exist requiring advance approval of the employee's Supervisor or the Executive Director*

A vote was called.

AYES: Vernon D. Burns
Megan J.M. Whitton
Toni Kennedy
David D. King
Nicole Terminelli

MOTION CARRIED

4. **Following an Executive Session:** Update of Management Personnel Handbook:

Section 3.09 – Vacation Leave. On a motion by Toni Kennedy, seconded by Megan Secretary, David D. King, it was,

RESOLVED, that the Chief Financial Officer is hereby authorized and directed to update the management Personnel Handbook, Section 3.09 by removing the statement “Vacation allowances earned will not be capped by the OBPA”; and, be it FURHTER RESOLVED, that the Chief Financial Officer restate the first bullet point under Other Considerations to reflect the Personnel Committee’s statement: *Employees may carry over 280 vacation hours to the next year (anniversary year).*

A vote was called.

AYES: Megan J.M. Whitton
Toni Kennedy
David D. King
Nicole Terminelli
Vernon D. Burns

MOTION CARRIED

5. Following an Executive Session: Update of Management Personnel Handbook:

Section 3.09 – Vacation Leave; Section 3.10 – Personal Day Policy; Section 3.11:

Change to Accrual. On a motion by Vice Chair, Megan J. M. Whitton, seconded by Toni Kennedy, it was,

RESOLVED, that the Chief Financial Officer is hereby authorized and directed to update the Management Personnel Handbook, Sections 3.09, 3.10, and 3.11 to reflect the change from the bi-weekly accrual of vacation, personal, and sick time to an annual front-loaded accrual with a pro-rated termination clause.

A vote was called.

AYES: Toni Kennedy
David D. King
Nicole Terminelli
Vernon D. Burns
Megan J.M. Whitton

MOTION CARRIED

6. Following an Executive Session: Update of Management Personnel Handbook:

Section 3.09 – Vacation Leave. On a motion by Toni Kennedy, seconded by Vice

Chair, Megan J. M. Whitton, it was,

RESOLVED, that the Chief Financial Officer is hereby authorized and directed to update the Management Personnel Handbook as outlined with the revised vacation accrual chart.

A vote was called.

AYES: Nicole Terminelli
Vernon D. Burns
Megan J.M. Whitton
Toni Kennedy

NAYS: David D. King

MOTION CARRIED

7. Following an Executive Session: Update of Management Personnel Handbook:

Section 3.04 – Health Insurance for Retirees. On a motion Toni Kennedy, seconded by Nicole Terminelli, it was,

RESOLVED, that the Chief Financial Officer is hereby authorized and directed to update the Management Personnel Handbook with the revision to Section 3.04 Health Insurance for Retirees with 20+ years of experience only, paragraph three, to include:

Upon reaching Medicare eligibility, a retiree may choose to obtain coverage under the Authority's Medicare Supplemental Insurance program. Premium costs associated with this plan would be split between the Authority and the retiree with the Authority responsible for seventy-five percent (75%) of the premium cost and the retiree responsible for the remaining twenty-five percent (25%) of the premium cost.

A vote was called.

AYES: Nicole Terminelli
Vernon D. Burns
Megan J.M. Whitton
Toni Kennedy
David D. King

MOTION CARRIED

8. Following an Executive Session: Update of Management Personnel Handbook:

Section 3.04 – Health Insurance for Retirees. On a motion by Vice Chair, Megan J. M. Whitton, seconded by Secretary, David D. King, it was,

RESOLVED, that the Chief Financial Officer is hereby authorized and directed to update the Management Personnel handbook with the attached revision to Section 3.04 Health Insurance for Retirees.

A vote was called.

AYES: Vernon D. Burns
Megan J.M. Whitton
Toni Kennedy

David D. King
Nicole Terminelli

MOTION CARRIED

9. **Following an Executive Session:** Approval to Offer Medicare Supplemental Plan to Qualified Authority Retirees. On a motion by Vice Chair, Megan J.M. Whitton, seconded by Secretary, David D. King, it was,

RESOLVED, that the Chief Financial Officer is hereby authorized and directed to open a new Medicare Supplemental Plan with The Hartford for retired management employees who have reached the age of 65 and meet the qualifications and guidelines to enroll.

A vote was called.

AYES: Megan J.M. Whitton
Toni Kennedy
David D. King
Nicole Terminelli
Vernon D. Burns

MOTION CARRIED

B. Ogdensburg-Prescott International Bridge

1. Approval of Lease Supplement No. 3 with Cortech, LLC. On a motion by Toni Kennedy, seconded by Vice Chair, Megan J. M. Whitton, it was

RESOLVED, that the Executive Director is hereby authorized and directed to execute Lease Supplement No. 3 with Cortech, LLC for 140 square feet of office space in Suite 201 of the Bridge Administration Building for a one (1) year period commencing October 1, 2023 and terminating September 30, 2024 at a rate of \$23.58 per square foot equaling \$275.10 per month, \$3,301.20 for the one (1) year period, inclusive of utilities, and be it;

FURTHER RESOLVED, that all other terms and conditions of the original Lease Agreement shall remain in full force and effect and are hereby ratified and affirmed.

A vote was called.

AYES: David D. King
Nicole Terminelli
Vernon D. Burns
Megan J.M. Whitton
Toni Kennedy

MOTION CARRIED

C. Commerce Park

1. Approval of Lease Supplement No. 3 with KDM Analytics, Inc. On a motion by Secretary, David D. King, seconded by Nicole Terminelli, it was,

RESOLVED, that the Executive Director is hereby authorized and directed to execute Lease Supplement No. 2 with KDM Analytics, Inc. for 211 square feet of office space in Building 1 of the Commerce Park Campus for a one (1) year period commencing September 1, 2023 and terminating August 31, 2024 at a rate of \$15.00 per square foot equaling \$263.75 per month, \$3,165.00 for the one (1) year period, inclusive of utilities.

A vote was called.

AYES: Nicole Terminelli
Vernon D. Burns
Megan J.M. Whitton
Toni Kennedy
David D. King

MOTION CARRIED

D. Ogdensburg International Airport

1. Approval of Airport Rates and Changes, Effective August 14, 2023. On a motion by Vice Chair, Megan J. M. Whitton, seconded by Toni Kennedy, it was,

RESOLVED that the Authority Board of Directors authorizes the enactment of the Rates and Charges effective August 14, 2023, Schedule.

A vote was called.

AYES: Vernon D. Burns
Megan J.M. Whitton
Toni Kennedy
David D. King
Nicole Terminelli

MOTION CARRIED

2. Approval of Contract with GateKeeper Systems. On a motion by Toni Kennedy, seconded by Nicole Terminelli, it was,

RESOLVED, that the Airport Manager is hereby authorized and directed to enter into a contract with GateKeeper Systems for App-139 (Cloud-Based Airport Software) for \$6,500 for the first year, and \$4,500 annually after the first year.

A vote was called.

AYES: Megan J.M. Whitton
Toni Kennedy
David D. King

Nicole Terminelli
Vernon D. Burns

MOTION CARRIED

3. **Following an Executive Session:** Approval of Part-Time Airport Operations

Position. On a motion by Toni Kennedy, seconded by Vice Chair Megan J. M. Whitton, it was

RESOLVED, that the Airport Manager is hereby authorized and directed to work with the Chief Financial Officer for this position and hire a qualified Part-Time Operations Specialist for the Ogdensburg International Airport.

A vote was called.

AYES: Toni Kennedy
David D. King
Nicole Terminelli
Vernon D. Burns
Megan J.M. Whitton

MOTION CARRIED

E. Port of Ogdensburg

1. None.

F. New York & Ogdensburg Railroad

1. None.

G. Border Station

1. None.

H. Other Such Matters

1. Executive Director, Steven J. Lawrence, with the help of Board Member, Nicole Terminelli, spoke about the 2022 Pace Setter Award. The award was hand delivered by Seaway Director, Adam Tindall-Schlicht on Tuesday, August 8th. Nicole represented the Board. This is the 12th Pace Setter Award for the OBPA. Last year the port activity increased by 100%, 9 vessels from overseas. Board Member, Nicole Terminelli, was very proud to be here as a Board Member, and to see Steve and the rest of the team accept the Pace Setter Award for increasing tonnage for the 12th time. Adam was joined by LaToya James, Public Affairs Specialist, and Rebecca

Yackley, Director of Trade and Economic Development. They presented the award, spent an hour in the board room with the staff talking about making connections and boosting collaborations for the Port. She appreciates the work that everyone does, and she is delighted about the team that the OBPA has. Executive Director, Steven J. Lawrence, stated that Mr. Tindall-Schlicht reported on the relationship they have with OLMC and how good it is that the OBPA has QSL here.

Executive Director, Steven J. Lawrence, wanted to take some time to acknowledge the OBPA staff, the CSEA employees, and the ILA Local 217 for their terrific work on behalf of the Port. He also acknowledged the Board for their steady vision, and support in providing direction that has allowed the Port to grow.

2. Chief Financial Officer, Patricia A. Nisco, stated that there was a need for Executive Session under Open Meeting Law §105 item e and f of the Open Meetings Law to discuss collective negotiations pursuant to article fourteen of the civil service law and the appointment or employment of a particular person. On a motion made by Vice Chair, Megan J. M. Whitton, seconded by Toni Kennedy, the meeting went into Executive Session at 6:06 PM. On a motion made by Vice Chair, Megan J. M. Whitton, seconded by Toni Kennedy, the meeting resumed at 7:46 PM.

VII. Concluding Comments from Citizens, Board Members, and/or Authority Staff.

1. None.

VIII. Next Meeting Date

The next Board meeting was confirmed for Thursday, September 14, at 5:00 pm.

IX. Adjournment

On a motion by Toni Kennedy, seconded by Vice Chair, Megan J.M. Whitton, the meeting adjourned at 8:04 PM.

David D. King
Secretary

Vernon D. Burns
Chairperson

OGDENSBURG BRIDGE & PORT AUTHORITY
FINANCE COMMITTEE MEETING
MONDAY, AUGUST 28, 2023

A meeting of the Finance Committee of the Ogdensburg Bridge and Port Authority was held in the boardroom of the Administration Building on Monday, August 28, 2023 at 4:00 PM.

The following were present:

David D. King, Committee Chair
Vernon D. Burns, Board Chair
Steven J. Lawrence, Executive Director
Patricia A. Nisco, Chief Financial Officer
Anthony Adamczyk, Director of Economic Development
James D. Chase, Director of Operations
Charlie Garrelts, Airport Manager

Committee Chair, David D. King, called the meeting to order at 4:01 PM.

I. Business Items

a. July 2023

- Chief Financial Officer, Patricia A. Nisco, started with the Statement of Financial Position and reported that Accounts Receivable Regular are at approximately \$765,000. 95% of the open AR is either current or 1-30 days. One vendor was out over 90 days, but will be paying tomorrow. Fixed assets have not changed drastically. The telescoping, stacking conveyor that was received from US Materials was recently added to the Machinery/Equipment line. Under Current Liabilities, Accounts Payable Regular is at approximately \$603,000. Project Accounts Payable is at approximately \$462,000, \$340,000 of that has been paid, \$33,000 of it will be paid next week, and \$88,000 will be paid shortly thereafter.

Chief Financial Officer, Patricia A. Nisco, moved on to the Budget to Actual and reported that the Airport revenue is up a bit, which is based on the number of turns the plane makes. The fuel sales have not come in the way they had been budgeted since sales have done as well as last year. The anticipation just hasn't been met,

although still making a profit on the sale over the fuel expense. AEAS income is up because the two flights were added. The Industrial Park Revenue is just about even. The Marine Terminal Revenue is up so much because of the wharfage of the salt that has come in so early. The salt crunching has added a lot during the earlier part of the year. The Bridge expenses are almost right on target. The Airport Expense shows some high maintenance costs, this would be the diesel fuel for the trucks, and the LEOs are up slightly from budget. Marine Terminal Maintenance Expense shows a rental expense for a dozer, new tarps, and the scale repair from the lightning strike.

- Chief Financial Officer, Patricia A. Nisco, moved on to the Cash Flow Report: August 2023 – January 2024, which shows an increase under Port Operating and Rental Fees. There is an anticipation for billing for the salt ships and transformers for August and September. Under the Grant Portion and Capital Expense, the money has been spent for the telescoping stacker and then in September the reimbursement amount for that stacker is recognized. In October and November, the rest of the funds for CRISI items will come in, along with the Airport Patrol Vehicle, which has a delivery date of September 9th, 2023. The Patrol Vehicle is covered under a grant, so the money spent on this will come back. The fourth CRISI piece, under September, is the piece of equipment that the OBPA has to purchase without grant reimbursement. Part of October is the balance of the third piece, which may or may not be reimbursed, depending on how the payment is paid out for the payment that is being submitted. The other large item for October is the dump truck, which the OBPA expects to see in October. Board Chair, Vernon D. Burns, asked if July is the month that the loans for the Airport are paid. Chief Financial Officer, Patricia A. Nisco, confirmed that \$110,000 was paid out in July.

II. Other Such Matters

None.

On a motion by Board Chair, Vernon D. Burns, seconded by David D. King, Finance Committee Chair, the Finance Committee Meeting adjourned at 4:13 PM.

David D. King
Finance Committee Chairperson

**OGDENSBURG BRIDGE & PORT AUTHORITY
BOARD MEETING
SUNDAY, SEPTEMBER 17, 2023**

A meeting of the Board of Directors of the Ogdensburg Bridge and Port Authority was held in the Board Room of the Administration Building on Sunday, September 17, 2023 at 8:00 AM.

The following were present:

Vernon D. Burns, Chairperson
Megan J. M. Whitton, Vice-Chairperson
David D. King, Secretary, Member
Jennifer Quirk-Pickman, Member

ALSO: Steven J. Lawrence, Executive Director

ABSENT: Nicole Terminelli, Assistant Secretary
Toni Kennedy, Member

Patricia A. Nisco, Chief Financial Officer
Anthony Adamczyk, Director of Economic Development
James D. Chase, Director of Operations
Charlie Garrelts, Airport Manager

I. Vernon D. Burns, Board Chair, called the meeting to order at 8:25 AM.

II. Business Items

A. Site Access Agreement for Airport Drainage Project

1. On a motion by Vice Chair, Megan J. M. Whitton, seconded by Jennifer Quirk-Pickman, it was,

RESOLVED, that the Executive Director is hereby authorized and directed to execute a Site Access Agreement with the City of Ogdensburg as required to complete the construction of the Airport Drainage Project at the Ogdensburg International Airport.

A vote was called.

AYES: David King
Jennifer Quirk-Pickman
Vernon D. Burns
Megan J. M. Whitton

MOTION CARRIED

III. Concluding Comments from Citizens, Board Members, and/or Authority Staff.

1. None.

IV. Next Meeting Date

The next Board meeting was confirmed for Monday, September 25, 2023, at 5:00 pm.

V. Adjournment

On a motion by David King, seconded by Vice Chair, Megan J.M. Whitton, the meeting adjourned at 8:32 AM.

David D. King
Secretary

Vernon D. Burns
Chairperson

OGDENSBURG BRIDGE & PORT AUTHORITY
STATEMENT OF FINANCIAL POSITION
as of August 31, 2023

Current Assets:

Cash - Checking Accounts	\$ 388,094	
Cash - Reserves & Other Restricted Accounts	7,093,137	①
Cash - Security Deposits	185,754	
Accounts Receivable - Regular	376,666	
Accounts Receivable - AEAS	1,305,087	
Grants Receivable	85,686	
Investments	-	
Inventories	80,316	
Prepaid Expenses	104,119	
Total Current Assets	<u>\$ 9,618,860</u>	

Fixed Assets:

Land & Land Improvements	\$ 46,674,118
Buildings & Building Improvements	108,711,370
Machinery & Equipment	8,603,510
Vehicles	1,966,856
Furniture & Fixtures	142,506
Signage	181,132
Bond Issuance Costs - 2017 Series	178,968
Total Fixed Assets	\$ 166,458,459
Less Accumulated Depreciation	<u>(77,005,737)</u>
Net Fixed Assets	<u>\$ 89,452,722</u>

Other Assets:

1,323,916

Construction in Progress

\$ 4,549,764 ②

TOTAL ASSETS \$ 104,945,262

Current Liabilities:

Accounts Payable - Regular	504,381	③
Accounts Payable - AEAS/Contour	394,693	
Accounts Payable - NYS Retirement	-	
Accounts Payable - All Project A/P	679,254	
Current Portion of Long Term Debt	\$ 1,016,774	
Accrued Expenses	21,647,664	
Total Current Liabilities	<u>24,242,765</u>	

Other General Liabilities

592,885

Long Term Liabilities

Long Term Portion of Long Term Debt	8,729,017
Total Long Term Liabilities	<u>8,729,017</u>

Capital

71,380,594

TOTAL LIABILITIES 104,945,262

0

①	Restricted Accounts - Top 5 Bank Accounts		
	Consolidated Reserve Fund - CBNA	5,916,523	
	Debt Service Reserve Fund - Wilmington Trust	520,839	
	Tompkins Trust Security Reserve Deposit	401,482	
	M&T Deposit - Bond Payable Reserve Funds	130,490	
	PFC Account	51,241	
		<u>7,020,574</u>	
	8 Additional Restricted Bank Accounts share the balance	72,563	
②	Construction in Progress - Top 4 Projects		
	Airport MASLF	1,948,025	
	Airport Revitalization Project	740,829	
	Port - Dock Wall Expansion	524,511	
	Airport EA PH 1 Drainage & Terminal Area	487,052	
		<u>3,700,417</u>	
	6 Additional Projects share the balance	849,347	
③	Regular Accounts Payable - Top 5 Vendors		
	Wladis Law Firm	108,971	PAID \$59,061.89 - 07 SEPT
	OMLC	60,065	PAID \$11,765.95 - 07 SEPT
	Ascent - World Fuels	47,800	PAID 32,641.71 - 07 SEPT
	Comptroller, City of Ogdensburg	45,123	PAID \$22,401.15 - 07 SEPT
	Excellus Health Plan	38,565	PAID IN FULL - 07 SEPT
		<u>300,523</u>	
	80+/- Additional Vendors share the balance	203,858	

OGDENSBURG BRIDGE & PORT AUTHORITY: AUGUST 2023 BUDGET TO ACTUAL

	Monthly Budget	Monthly Actual	Over/ (Under)	YTD Budget	YTD Actual	Over/ (Under)
INCOME						
Bridge Revenue	321,752	334,600	12,848	1,474,091	1,558,184	84,093
Airport Revenue	39,235	32,344	(6,891)	189,040	191,766	2,726
Airport Revenue - Fuel Sales	123,418	74,354	(49,064)	510,228	244,995	(265,233)
Airport Revenue - AEAS Income	414,856	394,693	(20,163)	2,074,280	2,146,766	72,486
Industrial Park Campus Revenue	81,229	81,519	290	404,976	402,684	(2,292)
Marine Terminal (Port) Revenue	142,446	331,066	188,620	249,280	980,232	730,952
Railroad Revenue	0	0	0	0	7,154	7,154
TOTAL INCOME	1,122,936	1,248,576	125,640	4,901,895	5,531,781	629,886

EXPENSES

BRIDGE EXPENSE						
Salary Expense	167,450	180,296	12,846	613,984	621,654	7,670
Employee Benefits	76,438	42,124	(34,314)	258,880	203,168	(55,712)
Maintenance Expense	4,728	20,161	15,433	30,256	49,665	19,409
Bridge Maintenance Expense	48,818	1,195	(47,623)	66,218	8,911	(57,307)
Utility Expense	8,623	6,123	(2,500)	42,158	36,055	(6,103)
General Expenses	51,665	38,536	(13,129)	268,404	160,057	(108,347)
Legal Expense	9,583	9,978	395	47,917	70,790	22,873
TOTAL BRIDGE EXPENSES	367,305	298,413	(68,892)	1,327,817	1,150,300	(177,517)

AIRPORT EXPENSE

Salary Expense	38,537	40,091	1,554	141,301	129,250	(12,051)
Employee Benefits	17,695	9,145	(8,550)	60,047	43,287	(16,760)
Maintenance Expense	9,045	3,330	(5,715)	27,341	28,264	923
Fuel Sales Expense	158,377	47,270	(111,107)	354,018	130,375	(223,643)
Utility Expense	11,222	8,501	(2,721)	47,383	34,383	(13,000)
General Expenses	55,576	62,190	6,614	277,880	292,214	14,334
Interest Expense	45,340	40,775	(4,565)	226,702	207,039	(19,663)
Legal Expense	20,833	15,494	(5,339)	62,500	56,343	(6,157)
AEAS Expense	414,856	394,693	(20,163)	2,074,280	2,146,766	72,486
TOTAL AIRPORT EXPENSES	771,481	621,489	(149,992)	3,271,452	3,067,921	(203,531)

	Monthly Budget	Monthly Actual	Over/ (Under)	YTD Budget	YTD Actual	Over/ (Under)
<i>INDUSTRIAL PARK EXPENSE</i>						
Salary Expense	5,100	5,051	(49)	18,700	18,520	(180)
Employee Benefits	2,818	458	(2,360)	10,187	2,727	(7,460)
Maintenance Expense	2,021	2,617	596	10,104	6,691	(3,413)
Utility Expense	36,959	2,037	(34,922)	116,562	21,816	(94,746)
General Expenses	2,672	8,036	5,364	13,360	26,103	12,743
Interest Expense	167	632	465	500	961	461
TOTAL INDUSTRIAL PARK EXPENSES	49,737	18,831	(30,906)	169,413	76,818	(92,595)
<i>MARINE TERMINAL (PORT) EXPENSE</i>						
Salary Expense	32,058	48,676	16,618	103,996	93,684	(10,312)
Employee Benefits	18,199	25,434	7,235	66,197	82,301	16,104
Maintenance Expense	7,920	31,135	23,215	39,600	78,618	39,018
Utility Expense	4,628	3,907	(721)	26,140	23,506	(2,634)
General Expenses	27,353	65,985	38,632	129,088	142,606	13,518
Interest Expense	5,200	210	(4,990)	15,600	662	(14,938)
Legal Expense	0	2,675	2,675	0	49,563	49,563
TOTAL MARINE TERMINAL EXPENSES	95,358	178,022	82,664	380,621	470,940	90,319
<i>RAILROAD EXPENSES</i>	0	0	0	0	0	0
<i>BORDER STATION EXPENSES</i>	0	6,705	6,705	0	15,165	15,165
TOTAL EXPENSES	1,283,881	1,123,460	(160,421)	5,149,303	4,781,144	(368,159)
OPERATING INCOME (Net Gain/(Loss))	(160,945)	125,116		(247,408)	750,637	
Principal Payments on Loans	----	45,747		----	237,075	
OPBA Portion of Projects & Capital	----	134,761		----	238,409	
OPERATING INCOME (Net Gain/(Loss))		(55,392)			275,153	

CASH FLOW: AUGUST 2023 - JANUARY 2024

Anticipated Cash Balance - JULY 67,631

Income	August	September	October	November	December	January	TOTAL
Bridge Toll Income	207,044	177,861	184,792	163,164	161,079	137,708	1,031,648
Airport Revenue	19,293	23,518	25,922	28,260	30,109	25,863	152,965
Rental Income - BR	108,356	108,356	108,356	108,356	108,356	108,356	650,136
Rental Income - IP	81,229	81,236	81,375	81,850	81,850	81,850	489,390
Rental Income - AP	10,401	9,602	9,602	9,602	9,602	9,602	58,411
Airport Fuels Sales	73,204	80,263	85,590	76,608	66,832	36,829	419,326
Airport AEAS	431,314	406,900	419,107	358,072	325,520	325,520	2,266,433
Port Operating & Rental Fees	288,290	281,871	134,529	155,677	189,928	208,121	1,258,417
Other Income	313	315	260,313	79,002	313	175,000	515,256
Regular Income	1,219,445	1,169,922	1,309,586	1,060,591	973,589	1,108,849	6,841,982

0 CK

Expense							
Salaries and Wages	271,150	180,767	169,794	158,594	158,594	158,594	1,097,492
Payroll Taxes & EE Benefits	96,172	121,913	67,115	67,115	79,115	67,115	498,545
Insurance	43,715	47,649	47,649	47,649	47,649	47,649	281,960
Utilities	23,423	23,423	28,488	38,459	38,459	38,459	190,711
General Expenses	56,310	53,445	53,445	53,445	64,345	64,345	345,335
Legal	28,046	28,046	30,416	30,416	30,416	30,416	177,756
Maintenance - BR	4,728	19,785	3,785	7,091	16,074	16,074	67,537
Maintenance - IP	2,818	1,842	2,021	5,427	2,021	2,021	16,150
Maintenance - AP	9,045	4,221	5,427	2,021	9,045	9,045	38,804
Maintenance - MT	7,920	1,320	23,760	11,880	14,520	14,520	73,920
Bridge Maintenance	48,818	6,525	5,220	4,350	870	870	66,653
Airport Fuel Purchases	57,123	68,224	72,752	65,117	56,807	31,305	351,327
Airport LEO	21,667	22,401	22,401	22,401	22,401	23,261	134,532
Airport Parking	21,266	24,456	24,456	30,570	30,570	30,570	161,888
Airport AEAS	431,314	406,900	419,107	358,072	325,520	325,520	2,266,433
Marine Terminal Management Fees	61,969	17,699	17,699	17,699	17,699	17,699	150,465
OBPA Grant Portion & Capital Expense	392,280	321,679	151,168	125,000	168,000	343,000	1,501,126
All Debt Expense	95,020	95,020	95,020	95,020	94,605	94,605	569,292
Regular Expenses	1,672,784	1,445,315	1,239,723	1,140,326	1,176,710	1,315,068	7,989,925

0 CK

Prior Month	67,631	(385,708)	(661,101)	(591,238)	(670,972)	(874,094)	
Current Month Inc - Exp	(453,339)	(275,393)	69,864	(79,735)	(203,122)	(206,219)	
Gain/(Loss)	(385,708)	(661,101)	(591,238)	(670,972)	(874,094)	(1,080,312)	0 CK

**OGDENSBURG BRIDGE and PORT AUTHORITY
BRIDGE TRAFFIC FIGURES & COMPARISONS**

Aug 1 - Aug 31	Auto Crossings			All Other Crossings			Total Crossings			Revenue		
	2023	2019	% Change	2023	2019	% Change	2023	2019	% Change	2023	2019	2019
Aug 31	51,385	65,820	-21.93%	5,995	6,663	-10.03%	57,380	72,483	-20.84%	\$166,399.50	\$245,554.50	

Aug 1 - Aug 31	Auto Crossings			All Other Crossings			Total Crossings			Revenue		
	2023	2022	% Change	2023	2022	% Change	2023	2022	% Change	2023	2022	2022
Aug 31	51,385	35,661	44.09%	5,995	5,839	2.67%	57,380	41,500	38.27%	\$166,399.50	\$123,383.00	

Month	Auto Crossings			All Other Crossings			Total Crossings			Revenue		
	2023	2019	% Change	2023	2019	% Change	2023	2019	% Change	2023	2019	2019
December												
November												
October												
September												
August	51,385	65,820	-21.93%	5,995	6,663	-10.03%	57,380	72,483	-20.84%	\$166,399.50	\$245,554.50	
July	49,521	60,506	-18.16%	5,755	6,587	-12.63%	55,276	67,093	-17.61%	\$160,980.50	\$227,506.75	
June	42,439	53,785	-21.10%	5,842	6,434	-9.20%	48,281	60,219	-19.82%	\$128,109.50	\$198,334.25	
May	40,429	51,015	-20.75%	6,226	6,911	-9.91%	46,655	57,926	-19.46%	\$123,644.50	\$199,425.25	
April	34,489	45,707	-24.54%	5,724	6,905	-17.10%	40,213	52,612	-23.57%	\$101,151.50	\$154,635.00	
March	30,844	44,523	-30.72%	5,840	6,036	-3.25%	36,684	50,559	-27.44%	\$95,768.00	\$128,733.50	
February	28,164	35,864	-21.47%	5,074	5,662	-10.39%	33,238	41,526	-19.96%	\$82,599.75	\$106,063.25	
January	27,850	35,667	-21.92%	5,653	6,234	-9.32%	33,503	41,901	-20.04%	\$84,515.25	\$104,184.25	
TOTALS	305,121	392,887	-22.34%	46,109	51,432	-10.35%	351,230	444,319	-20.95%	\$943,168.50	\$1,364,436.75	



**Passenger Activity Report
January - December 2023
Contour Aviation**

	Flights	Enplaned	Flt. Load	Non Rev.	Flt. Load	Depanned	Non Rev.	Total
CONTOUR								
January	25	274	37%	0	37%	345	0	619
February	23	254	37%	0	37%	178	0	432
March	47	446	32%	0	32%	500	0	946
April	47	400	28%	0	28%	406	0	806
May	58	480	28%	0	28%	513	0	993
June	58	492	28%	0	28%	590	0	1,082
July	52	865	55%	0	55%	817	0	1,682
August	49	713	49%	0	49%	669	0	1,382
September								0
October								0
November								0
December								0
2023 Total	359	3,924	36%	0	36%	4,018	0	7,942
2022 Total	519	7,872				7,998		
2021 Total	613	10,292				5,184		
2020 Total	548	4,279						
2019 Total	806	12,115						
2020 Enplanements with Allegiant			8,944					
2019 Enplanements with Allegiant			22,438					

Minimum Monthly Passenger Count to Reach
10,000 Enplanements in a Year 833

Compass Minerals Inventory Activity for: Ogdensburg/20606				Compass Minerals Inventory Activity for: Ogdensburg/20606			
Report by Monday Morning (9:00 am CST) to: Email - leathersd@compassminerals.com				Report by Monday Morning (9:00 am CST) to: Email - leathersd@compassminerals.com			
DATE of Activity (mm/dd/yr)	Ending Balance from last Month: Receiving Barge/Vessel Name	TONS IN	TONS OUT	Ending Balance from last Month: Receiving Barge/Vessel Name	TONS IN	TONS OUT	Running Balance
8/1/2023				114,837.61			8,768.93
8/2/2023				114,837.61			8,768.93
8/3/2023				114,837.61			8,768.93
8/4/2023				114,837.61			8,768.93
8/5/2023				114,837.61			8,768.93
8/6/2023				114,837.61			8,768.93
8/7/2023				114,837.61			8,768.93
8/8/2023				114,837.61			8,768.93
8/9/2023				114,837.61			8,768.93
8/10/2023	Algamma Conveyor	13,971.76		128,809.37			8,768.93
8/11/2023				128,809.37			8,768.93
8/12/2023				128,809.37			8,768.93
8/13/2023				128,809.37			8,768.93
8/14/2023				128,809.37			8,768.93
8/15/2023				128,809.37			8,768.93
8/16/2023				128,809.37			8,768.93
8/17/2023	Algamma Conveyor	14,029.00		142,838.37			8,768.93
8/18/2023				142,838.37			8,768.93
8/19/2023				142,838.37			8,768.93
8/20/2023				142,838.37			8,768.93
8/21/2023				142,838.37			8,768.93
8/22/2023			(19.41)	142,818.96			8,768.93
8/23/2023			(86.46)	142,732.50			8,768.93
8/24/2023				142,732.50			8,768.93
8/25/2023				142,732.50			8,768.93
8/26/2023				142,732.50			8,768.93
8/27/2023				142,732.50			8,768.93
8/28/2023				142,732.50			8,768.93
8/29/2023				142,732.50			8,768.93
8/30/2023				142,732.50			8,768.93
8/31/2023			(31.76)	142,700.74			8,768.93
MONTH-END TOTALS & BALANCE				28,000.76	(137.63)	0.00	8,768.93

THAWROX

8,768.93

8,768.93

8,768.93

8,768.93

8,768.93

8,768.93

8,768.93

8,768.93

8,768.93

8,768.93

8,768.93

MEAL

<u>Date</u>	<u>Railcars - Trucks</u>	<u>LBS. Received</u>	<u>ST Received</u>	<u>LBS Trucked out</u>	<u>ST Trucked Out</u>	<u>ST Inventory</u>	<u>LBS Inventory</u>
	Balance Forward					93.44	186880
8/2/2023	BL 90289467			66040	33.02	60.42	120840
8/11/2023	BL 90286724			54360	27.18	0.00	0
8/21/2023	GACX 13652 - BL 90284663	183050	91.53			91.53	183050
8/21/2023	BL 90315233			61520	30.76	60.77	121530
8/30/2023	SO 7145695			62040	31.02	29.75	59490



OGDENSBURG BRIDGE & PORT AUTHORITY
BUILDING OCCUPANCY REPORT
 September 25, 2023

Commerce Park Campus

<i>Building</i>	<i>% Occupied</i>	<i>Total SF</i>	<i>Available</i>	<i>Occupied</i>	<i>Tenant</i>
1	96%	30,000	1,177		
				7,658	Strader-Ferris
				7,356	Lincare
				3,626	AB Thermal Technology
				500	West End Asset Management
				424	Miracle Ear / Quality Hearing
				211	KDM Analytics
				187	Nova Networks
				103	LiveFast Motors
				8,758	Non-Rentable
3	100%	15,000	0		
				10,000	NAC Logistics
				4,860	AN Deringer
				140	Non-Rentable
4	23%	20,000	15,490		
				2,324	Day Automation
				1,061	T-Base Communications
				850	5G Technologies USA
				275	Non-Rentable
6	100%	30,000	0		
				28,825	Strader-Ferris
				1,175	Non-Rentable
11	100%	40,000	0		
				20,000	Strader-Ferris
				20,000	Frank Ralphps, Inc.
12	100%	11,200	0		
				8,776	T-Base Communications
				2,424	NYS Legal Service
14	100%	24,000	0		
				23,220	Med-Eng
				780	Non-Rentable
	90%	170,200	16,667	153,533	

Bridge Administration Building

<i>Suite</i>	<i>% Occupied</i>	<i>Total SF</i>	<i>Available</i>	<i>Occupied</i>	<i>Tenant</i>
BAB	100%	5,284	0		
103				536	OBPA Economic Development
104				1,054	SUNY IT
201A				120	Demers, Inc.
201B				140	Cortech/Penski
201C				368	OBPA Executive Director
204				1,689	Stephens Media Group
205				207	Griffith/Lambert
206				182	Griffith/Lambert
207A				170	Dan Dodge
207B				220	Mack Global Engineering
208				126	Barbara Pleet
209				180	Knudsen Systems
210				292	Glenda Jones
	100%	5,284	0	5,284	

Port of Ogdensburg

<i>Building</i>	<i>% Occupied</i>	<i>Total SF</i>	<i>Available</i>	<i>Occupied</i>	<i>Tenant</i>
P2	100%	30,000	0	30,000	Compass Minerals/Thawrox
P3	100%	20,000	0	19,607	Ingredion - Grain Storage
				393	NYOG Office
P4	100%	15,000	0	15,000	Corning
P5	33%	40,000	26,667	13,333	Ingredion - Grain Storage
P6	40%	20,000	12,000	8,000	Port Operations
P8	100%	23,000	0	23,000	Compass Minerals/Thawrox
Yard	100%	43,560	0	43,560	Steel Beam Storage
	80%	191,560	38,667	152,893	

Ogdensburg International Airport

<i>Building</i>	<i>% Occupied</i>	<i>Total SF</i>	<i>Available</i>	<i>Occupied</i>	<i>Tenant</i>
Terminal	100%	10,800	0	10,800	TSA/Contour
Hangar	100%	3,672	0	3,672	Used for OGS Equipment Storage
T-Hangar	100%	11,550	0		
1				1,036	Robertson
2				1,108	Richardson
3				1,036	Proven
4				1,036	Weston
5				1,036	Mueller
6				1,036	Bogardus
7				1,108	Oudheusden
8				1,036	Tate Jr.
9				1,036	Burtch
10				1,036	Richardson
				1,046	Mechanical / Operations Storage
	100%	26,022	0	26,022	

**OGDENSBURG BRIDGE & PORT AUTHORITY
SEPTEMBER 25, 2023 BOARD MEETING**

Agenda Item D. Ogdensburg International Airport

1. Acceptance of Benefit Analysis Recommendations and Authorization of Project Labor Agreement

REPORT:

WHEREAS, the Ogdensburg Bridge and Port Authority ("Authority") must complete the Ogdensburg International Airport Gateway Improvements Project (State Project) at the Ogdensburg International Airport, and

WHEREAS, the Authority desires to complete the State Project in an efficient, safe, quality and timely manner, as well as in a manner designed to afford the lowest reasonable costs, to satisfy the requirements of the State Project and users of the facility, and

WHEREAS, Seeler Engineering, PC has undertaken a Project Labor Agreement Benefit Analysis Study ("PLA Study") for the Authority to determine whether the use of a Project Labor Agreement will best serve the Authority's interest in obtaining the best work at the lowest possible prices, preventing favoritism, fraud and corruption, and

WHEREAS, this PLA Study, dated August 17, 2023, concluded that the use of a Project Labor Agreement would provide the Authority with measurable economic benefits that, with cost savings of approximately \$737,800, which is approximately a 3.6 percent savings on overall construction cost. Additionally, the use of a Project Labor Agreement would promote the Authority's interest in obtaining the best work at the lowest possible price, as well as preventing favoritism, fraud and corruption; and

WHEREAS, the Authority has carefully reviewed and considered Seeler Engineering PC's Benefit Analysis Study and finds, among other things, that the Authority's interest in obtaining the best work at the lowest possible price, preventing favoritism, fraud and corruption, avoiding labor unrest, and gaining measurable management flexibility and benefits are best met by requiring a Project Labor Agreement,

RESOLUTION:

NOW, THEREFORE, BE IT RESOLVED, that the Ogdensburg Bridge and Port Authority Board of Directors hereby accepts the recommendations contained in the Benefit Analysis Study, and be it further

RESOLVED, that the Ogdensburg Bridge and Port Authority Board of Directors authorizes the use of a Project Labor Agreement for the Ogdensburg International Airport Gateway Improvements Project (State Project) so long as it contains terms and conditions consistent with those identified in the PLA Study and is contingent upon the full funding of the State Project, and be it further

RESOLVED, that the Ogdensburg Bridge and Port Authority Board of Directors authorizes the incorporation of the Project Labor Agreement into the bid specifications and contract documents for the Ogdensburg International Airport Gateway Improvements Project (State Project), and be it further,

RESOLVED, that the Executive Director is hereby authorized and directed to implement the Project Labor Agreement for the Ogdensburg International Airport Gateway Improvements Project (State Project).

INITIATOR/PREPARER: Steve Lawrence

APPROVED BY: 

MOTION PASSED BY: _____

Unanimous: Yes

No

SECONDED BY: _____

Abstained By: _____



DRAFT REPORT PROJECT LABOR AGREEMENT BENEFIT ANALYSIS

OGDENSBURG BRIDGE & PORT AUTHORITY
OGDENSBURG INTERNATIONAL AIRPORT
GATEWAY IMPROVEMENTS
OGDENSBURG, NEW YORK

AUGUST 17, 2023

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

Table of Contents

Section 1 – Executive Summary	1
1.1 Background	1
1.2 The Ogdensburg International Airport Gateway Improvements Project	2
1.3 Our Study	2
1.4 Summary	2
Section 2 – Project Description	5
2.1 Scope.....	5
2.2 Schedule.....	5
2.3 Construction Costs	5
Section 3 – Estimate of Craft Labor Needs.....	6
3.1 Craft Labor Breakdown	6
3.2 Projected Labor Costs	6
Section 4 – Summary of Existing Agreements.....	7
4.1 Existing Agreements.....	7
4.2 Labor Unrest.....	9
Section 5 – Economic Considerations.....	12
5.1 General.....	12
5.2 Labor Cost Savings Attributed to the Use of a PLA	12
5.3 Other Economic Savings Attributable to a PLA.....	15
5.4 Summary	16
Section 6 – Additional Considerations.....	17
6.1 Labor Stability	17
6.2 The “Tag Along Provision”	17
6.3 Workforce Enhancement, Recruiting & Training Programs, & DBE Programs	18
Section 7 - Conclusions.....	19
7.1 Conclusions	19

Tables

Table 1 – Labor Unions Representing the Construction Industry in St. Lawrence County

Table 2 – Total Labor Hours Breakdown by Craft

Table 3 – Key Features of Existing Labor Agreements

Appendices

Appendix A – Project Schedule

Appendix B – Project Cost Estimate

Appendix C – Detailed Cost Savings Calculations

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 Ogdensburg Bridge & Porth Authority (the Port Authority) is in the process of procuring construction contracts for the Ogdensburg International Airport Gateway Improvements Project (the Project). The Project has an estimated construction cost of approximately \$20.8 million. Based upon the scope and schedule for this Project and consistent with New York State Labor Law Section 222, the Port Authority is considering the use of a PLA for which the terms and conditions have not yet been negotiated.

McFarland-Johnson, Inc., on behalf of the Port Authority, has 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 a decision regarding the use of a PLA for this Project.

1.2 The Ogdensburg International Airport Gateway Improvements Project

The Ogdensburg International Airport is a public airport, owned and operated by the Ogdensburg Bridge & Port Authority. The airport, which covers an area of over 500 acres, has one runway and is used for both general aviation and commercial service. The Ogdensburg International Airport Gateway Improvements Project will renovate and expand the existing passenger terminal building consistent with the general intent of the New York State Department of Transportation (NYSDOT) Upstate Airport Economic Development and Revitalization (AEDR) grant program.

The Project will include demolition and reconstruction of the curbside canopy, demolition and renovation of the existing ticketing hall, counters, partitions, ceilings, and finishes, relocation of the passenger security screening checkpoint, expansion of the post-security passenger concourse, hold rooms, and restrooms, renovation of the existing baggage claim and inbound bag distribution space, and provisions for a new restaurant and kitchen concession area. Upgrades to the existing mechanical, electrical, fire protection, data and security systems and system support spaces will be included.

The Project will also feature airside and exterior improvements including expansion of the apron pavement limits to accommodate new inbound baggage claim access and passenger ingress to the Great Room, new open courtyard landscaping features, relocation of the existing Grounder Services Equipment (GSE) building, and modifications to existing water, sewer, natural gas, electric, telephone, and cable service lines as needed to accommodate the expansion of the terminal building.

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 16 labor craft unions (with 19 agreements). The labor craft union CBAs 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 40 percent. This projection is based upon the author's review of projects recently executed in the Northern New York Region, 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. For a project of this size and nature we would not expect to see a significant number of new contractors/subcontractors from outside the 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 \$174,500 or approximately 3.1 percent of the projected cost of labor for the entire Project (estimated at \$5,557,900). Cost savings attributed to each potential change in current CBAs are presented below.

Item No.	Provision	Savings
1	Flexible Shift Start Times	\$ 6,600
2	Industry Funds	\$ 4,400
3	Union Apprentice Ratios	\$ 11,000
4	Non-Union Apprentice Program	\$ 77,300
5	Guaranteed Pay	\$ 7,200
6	No Holiday Pay	\$ 10,900
7	Shift Work	\$ 14,700
8	Offsite Fabrication	\$ 8,300
9	Work Break Time Reduction	\$ 13,300
10	Management Rights	\$ 20,800
Total Savings		\$ 174,500
Total Labor Cost		\$ 5,557,900
Total Savings Percentage (on Labor Cost)		3.1%
Total Construction Cost		\$ 20,770,000

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 \$563,300. 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 \$737,800 for a total Project construction cost of \$20.8 Million, which is approximately a 3.6 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 19 local CBAs

are set to expire. The Northern New York Region trades are noted to be strong advocates for the use of local union labor as frequently evidenced by job site demonstrations, however, long, or disruptive job actions have not been noted in recent history. It is important to note that several large construction projects are set to begin construction in the upcoming year in the nearby Central New York Region including the \$2.3 Billion I-81 Viaduct Project in Syracuse and the \$100 Billion Micron chip plant, as well as the \$500 million liquid hydrogen facility in Massena. The first phases of the I-81 Viaduct Project (valued at approximately \$878.7 Million) are set to begin within the next 12 months. The nearby Capital Region also has several large construction projects set to begin including the \$600 Million Albany Port Project and the \$400 Million Livingston Ave. Bridge Project. The Western New York Region has the \$1.4 Billion Buffalo Bills Stadium project in Buffalo and the \$500 Million Li-Cycle lithium-ion battery recycling facility in Rochester, both of which are now underway, as well as the \$650 Million Fairlife production facility in Rochester which is anticipated to start construction soon. These projects could place a noticeable draw on the labor market in the Northern New York Region. We therefore anticipate that the labor market in the Northern New York Region will continue to tighten as these Projects will draw labor from the surrounding regions. Job actions are likely to become more common and of longer duration. Based on the size and duration 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 and assured labor supply 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 the ability to enhance workforce diversity and training objectives. Numerical goals for this Project, however, have not yet been established. Therefore, enhanced language regarding workforce diversity and/or recruitment and training is not 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.

Disadvantaged Business Enterprise Participation

Disadvantaged Business Enterprise (DBE) participation in the Project will be an important objective. Numerical participation goals of 3.43 percent are anticipated. Union affiliation in the DBE community in the Northern New York Region is not uniform for all crafts or trades. A PLA could incorporate language addressing the unique challenges and needs faced by DBE 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 Ogdensburg International Airport Gateway Improvements Project will renovate and expand the existing passenger terminal building including the demolition and reconstruction of the curbside canopy, demolition and renovation of the existing ticketing hall, counters, partitions, ceilings, and finishes, relocation of the passenger security screening checkpoint, expansion of the post-security passenger concourse, hold rooms, and restrooms, renovation of the existing baggage claim and inbound bag distribution space, and provisions for a new restaurant and kitchen concession area. Upgrades to the existing mechanical, electrical, fire protection, data and security systems and system support spaces will be included.

The Project will also feature airside and exterior improvements including expansion of the apron pavement limits to accommodate new inbound baggage claim access and passenger ingress to the Great Room, new open courtyard landscaping features, relocation of the existing Grounder Services Equipment (GSE) building, and modifications to existing water, sewer, natural gas, electric, telephone, and cable service lines as needed to accommodate the expansion of the terminal building.

2.2 Schedule

A preliminary construction schedule has been established for the Project and is included as Appendix A. Overall construction on the Project is anticipated to begin in February 2024. Funding constraints are dictating that all work shall be substantially completed by the end of March 2025 for an overall construction duration of approximately 14 months.

Due to the accelerated schedule for the Project, it is anticipated that the scope of the work will be separated into two bid packages. Bid Package 1 will include all enabling construction and selective demolition, as well as the relocation of the GSE building. Bid Package 2 will include all remaining work. To accommodate the accelerated schedule and meet the targeted substantial completion date, 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. Should there be any problems or delays during construction of Bid Package 1, subsequent work in Bid Package 2 could be delayed, negatively impacting the overall 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 14-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 aggressive to complete all work objectives and leaves 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 construction contract cost estimate. The total Project construction cost is estimated at \$20.8 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, 16 craft labor unions with 19 agreements would have active involvement in the work planned for the Project, and includes the Bricklayers (Building work only), Carpenters (Building work only), Cement Masons, Electrical Workers, Glaziers, Heat & Frost Insulators, Iron Workers, Laborers (separate agreements covering Building and Heavy & Highway work), Millwrights, Operating Engineers (separate agreements covering Building, Heavy & Highway and Technical work), Painters, Plumbers & Steamfitters, Roofers, Sheet Metal Workers, Sprinkler Fitters, and Teamsters (Heavy & Highway work only). The work included in this study is subject to both Building and Heavy & Highway agreements for those trades where separate agreements/rates for Building and Heavy & Highway work have been established. Trades which have separate agreements/rates for Building and Heavy & Highway work include Bricklayers, Carpenters, Laborers, Operating Engineers, and Teamsters.

Table 2 includes work area labor breakdowns for the Project. This analysis estimates that nearly 93,300 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 40 percent. This projection is based upon the author's review of projects recently executed in the Northern New York Region, 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. For a project of this size and nature we would not expect to see a significant number of new contractors/subcontractors from outside the region.

As such, our Detailed Cost Savings Calculations (Appendix C) contained in this report are based on the projections that 40 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 \$5.6 million or 26.8 percent of the anticipated construction cost, with the actual percentage varying on individual components from 10 to 50 percent.

Section 4 – Summary of Existing Agreements

4.1 Existing Agreements

Seeler has developed a comparative analysis of the 16 applicable crafts with 19 agreements. The crafts analyzed are the Bricklayers (Building work only), Carpenters (Building work only), Cement Masons, Electrical Workers, Glaziers, Heat & Frost Insulators, Iron Workers, Laborers (separate agreements covering Building and Heavy & Highway work), Millwrights, Operating Engineers (separate agreements covering Building, Heavy & Highway and Technical work), Painters, Plumbers & Steamfitters, Roofers, Sheet Metal Workers, Sprinkler Fitters, and Teamsters (Heavy & Highway work only). The work included in this study is subject to both Building and Heavy & Highway agreements for those trades where separate agreements/rates for Building and Heavy & Highway work have been established. Trades which have separate agreements/rates for Building and Heavy & Highway work include Bricklayers, Carpenters, Laborers, Operating Engineers, and Teamsters. Significant aspects of each of the 19 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 CBA Duration/Expiration Date

Contract durations range from one to five years, with majority of the applicable agreements set at a three- to five-year duration. Four of the 19 applicable agreements are set to expire at the start or during the planned Project construction period and will require renewal. Those agreements are:

- Iron Workers (6/30/2024)
- Millwrights (5/31/2024)
- Plumbers & Steamfitters (4/30/2024)
- Teamsters – H&H (5/31/2024)

Should there be any significant disruption during contract renewal negotiations, the Project could be significantly disrupted and the objective of completing all Project components on time would be jeopardized.

4.1.2 Regular Work Hours/Regular Work Day

Regular work hours/work day designations are fairly consistent between agreements. In addition to all the agreements standardizing on a five-day, 40-hour work week, a majority of the agreements allow four 10-hour days as an alternative to the extent permitted by law, with written notice to or with consent 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 the agreements, with exception of the Heat & Frost Insulators and Iron Workers, require two or more hours pay for reporting in at their designated hourly rate. The Heat & Frost Insulators provide a travel allowance of \$50 dollars and the Iron Workers require \$70 dollars in compensation for reporting to work. The detailed requirements vary per agreement. Some agreements only require pay when employees cannot work due to inclement weather, some require the pay regardless. Still others require additional compensation if weather conditions permit work but no work is provided. The Operating Engineers essentially guarantee a minimum of three full days of pay once the work week begins regardless of the hours worked. In some instances, these guarantees can be as much as 40 hours. All 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. Some 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 multiple shifts are worked. Other agreements carry hourly premiums ranging from seven to 17.3 percent for second shifts and 14 to 31.4 percent for third shifts but require the full eight hours of work. Additionally, the Glaziers, Iron Workers, Laborers (Heavy & Highway), Operating Engineers (Heavy & Highway), Painters, and Sprinkler Fitters specify a night shift, floating 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 as much as \$6.00 over the applicable rate.

4.1.6 Holidays

The agreements standardize on the number of holidays, however pay requirements vary. All unions standardize on Christmas, New Years, Thanksgiving, Labor Day, Memorial Day, and Independence Day as recognized holidays. The Laborers (Heavy & Highway), Operating Engineers (all), and Teamsters (Heavy & Highway) receive a paid day off for each recognized holiday, however the requirements vary by CBA. The Laborers (Heavy & Highway), and Operating Engineers (Heavy & Highway and Technical) receive a paid day off for each recognized holiday if work is performed by the employee one day before and one day after the designated holidays, while the Operating Engineers (Building) must work five days before and one day after. The Teamsters (Heavy & Highway) only need to work within seven calendar days of the designated holiday.

4.1.7 Apprentice Ratios

The ratios vary and change with the number of Journeymen at the site. 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, majority of the agreements establish a ratio of 3:1. The following ratios have been established:

Journeyman/Apprentice Ratio	Number of Agreements
1/0	1
1/1	1
2/1	2
3/1	12
3/2	1
4/1	1
5/1	1

4.1.8 Off-Site Fabrication

Off-site fabrication rules vary from agreement to agreement. For example, the Sheet Metal Workers agreement specifies that when subcontracting for the prefabrication of materials covered within the agreement, such prefabrications shall be subcontracted to fabricators who pay their employees engaged in such fabrication, not less than prevailing wage. Other crafts, including the Electrical Workers and the Plumbers & Steamfitters, have similar language that could restrict flexibility in the use and selection of off-site fabricators. Most agreements do not address the issue at all.

4.1.9 Mileage and Parking

The agreements vary in regards to mileage reimbursement and travel pay. Some agreements do not address it. Others, such as the Roofers require mileage reimbursement at the current IRS rate for employees traveling outside the local jurisdiction. Some agreements, such as the Glaziers require parking to be reimbursed by the Employer when no free parking is available.

4.1.10 Management Rights

Most existing agreements do not contain a “Management’s Rights” clause which means they lack clear statements of the rights of management. This type of language gives the contractor 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

We reviewed the general labor climate in New York State. While up until most recently, 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 this area. Our review revealed a mixed picture.

4.2.1 Labor Unrest Statewide

Various demonstrations have taken place throughout the State in recent years and as recently as May of 2022 as the Plumbers and Steamfitters in Central New York walked out after rejecting a three-year contract agreement. Demonstrations have more typically included picketing and/or the use of visuals such as banners, signs and large inflatable rats. Motives behind the demonstrations also vary but typically are over the use of non-local, non-union labor or payment of substandard wages. For example, in 2019 alone, over 70 demonstrations by the Operating Engineers took place using banners and other visuals to protest the use of out-of-area labor or payment of substandard wages. In August 2018, Tompkins-Cortland Building & Construction Trades Council union members picketed to draw public attention to the lack of local building trades involvement in construction of the Maplewood student housing complex at Cornell University. Unions returned to the Cornell University campus again in 2019 with “Scabby the Rat” to protest a subcontractor on the North Campus Residential Expansion Project who was paying workers substandard wages. Other incidents of labor unrest are summarized below.

- 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 August 2020, Iron Workers Local 6 as well as Operating Engineers and Teamsters, protested the Cassadaga Wind Project over the use of non-local labor, which resulted in a two-week delay in the project.
- Recently the Trades took action against a private development at the former Bethlehem Steel site. Active picketing over the use of out-of-town, non-union labor resulted in the developer including “Responsible Bidder” language in subsequent construction contracts which shifted focus to local, more heavily unionized bidders.
- 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 been made public.
- On a positive note, the Trades sponsored a one-day celebration/rally for the completion of the new train station in Buffalo, a project completed using a PLA in 2021.

4.2.2 Regional Labor Unrest

There have been no significant work stoppages in St. Lawrence County or the Northern New York Region in the last decade. This is partially resulting from a high demand for specialty trades such as plumbers and electricians within the region, leaving the workforce more satisfied.

The region however, like in most regions in 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 trend shows in recent years the share of older workers has more than doubled in the last 15 years. This trend is due to the combined aging of the construction industry workforce and less young workers entering the industry. This looming labor shortage has strained the active construction market within the region.

4.2.3 Labor Unemployment Statistics

The COVID-19 pandemic and associated economic shutdown throughout New York State caused a large spike in unemployment within the State and Region, however recovery is evident with unemployment numbers within the County returning to the levels seen prior to the pandemic. The Northern New York Region’s unemployment rate stood at 3.3 percent in May 2023, a negligible increase from 3.2 percent in May of 2022. The New York State Department of Labor, however, reported that the Region’s labor force has decreased by 3,700 between May 2022 and May 2023 as workers have left the regional workforce for various reasons including the prospect of more lucrative employment opportunities in neighboring regions.

4.2.4 Summary

Prior to the unprecedented impacts of the COVID-19 pandemic, the regional economic spending coupled with the low unemployment conditions were creating an increasing strained labor market. The large spike in unemployment within the Region caused by the COVID-19 pandemic and associated economic shutdown has now receded back to pre-pandemic levels and the labor market is beginning to strain once again. We anticipate the labor market will continue to tighten again as project workforce demand has been delayed not eliminated and looming labor shortages in most of the skilled trades will continue to increase.

The Northern New York Region trades are noted to be strong advocates for the use of local union labor as frequently evidenced by 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 bannerling, hand billing, and picketing are likely to become more common occurrences. Strikes of any significant duration are not expected in the near term.

It is important to note that several large construction projects are set to begin construction in the upcoming year including the \$500 million liquid hydrogen facility in Massena, as well as the \$2.3 Billion I-81 Viaduct Project in Syracuse and the \$100 Billion Micron chip plant in the nearby Central New York Region. The first two contracts of the I-81 Viaduct Project have begun with the next three contracts set to begin within the next 12 months (total construction valued at approximately \$878.7 million). The nearby Capital Region also has several large construction projects set to begin including the \$600 Million Albany Port Project and the \$400 Million Livingston Ave. Bridge Project. The Western New York Region has the \$1.4 Billion Buffalo Bills Stadium project in Buffalo and the \$500 Million Li-Cycle lithium-ion battery recycling facility in Rochester, both of which are now underway, as well as the \$650 Million Fairlife production facility in Rochester which is anticipated to start construction soon. These projects could place a noticeable draw on the labor market in the Northern New York Region. We anticipate that the labor market in the Northern New York Region will continue to tighten as these Projects will draw labor from the surrounding regions. Job actions are likely to become more common and of longer duration. Based on the size and duration/phasing of this Project, we 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 Northern New York Region. As stated earlier, 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 40 percent. These projections are based upon the author's review of projects recently executed in this region, 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.

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 without negotiations or special permissions from union representatives. 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 \$6,600.

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 local agreements provided for this project have Industry Fund payments ranging from \$0.00 to \$0.37. Based on anticipated labor loadings, it is projected that savings from this provision would be approximately \$4,400.

5.2.3 Union Apprentices 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. The lower apprentice ratio would assist in encouraging the development of the next generation of craft labor. A reduction in labor cost also would be realized by moving several of the crafts to this ratio. We have applied this projection only to union employers (40 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 \$11,000.

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 (60 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 \$77,300.

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 \$7,200.

5.2.6 Holiday Pay

A PLA could eliminate requirement of holiday pay for the Laborers (Heavy & Highway), Operating Engineers (all), and Teamsters (Heavy & Highway). Our analysis assumes a total of four applicable holidays for the duration of the Project. Our analysis also assumes that Project work will not be performed between the Christmas and New Year's Day holidays; therefore, they were excluded from the savings calculations. The total estimated savings available is \$10,900.

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 40 percent of the total hours work 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 \$14,700.

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 five percent of the total craft hours for the Carpenters and Sheet Metal

Workers, as well as two percent of the total craft hours for the Electrical Workers, Iron Workers, and Plumbers & Steamfitters. 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 \$8,300.

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 \$13,300.

5.2.10 Management Rights/Jurisdictional Requirements

A PLA could contain very strong Management Rights language whereby management retains full and exclusive authority for the management of the operation including the hiring, promotion, transfer, layoff, discipline, or discharge for just cause of employees, the selection of foremen, the assignment and scheduling of work, the promulgation of reasonable work rules, the requirements for overtime and the number and identity of employees engaged in the work. Such language coupled with uniform dispute resolution procedures, which prevent work disruption while disputes are resolved, provide significant efficiencies in the workforce.

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 to 0.5 percent.

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 \$20,800.

5.2.11 Productivity Gain 10-Hour Days

A PLA could provide additional 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 anticipated scope of the Project, it is not anticipated that a contractor will utilize a four 10-hour day schedule. On that basis, it is not anticipated that language regarding the use of a four 10-hour day schedule included in a PLA would result in any savings to the Project. 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.

5.2.12 Wage Concessions

A PLA could allow for a wage concession through the reclassification of site/utility work outside of the airport from Heavy & Highway to Building rate. Successful negotiations for past projects included an agreement to eliminate premiums associated with the Heavy & Highway rate structure by reclassifying the work as subject to Building agreements only. This type of concession could result in wage and benefit rate reductions for the Laborers, Operating Engineers, and Teamsters. This provision, however, is less commonly agreed to and will require additional negotiations with the Trades Council. Therefore, no savings have been reflected in this analysis.

5.2.13 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 \$5.6 million) would result in a range of savings from \$1.1 million to nearly \$1.7 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 \$563,300. 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 \$174,500 in direct labor costs or approximately 3.1 percent of the projected total cost of labor for the Project (estimated at \$5,557,900). Total savings from labor cost reductions and the Wicks Law exemption could exceed \$737,800 for a total Project construction cost of \$20.8 Million, which is approximately a 3.6 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 14-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. Given that renovations and new construction are being performed essentially throughout the entire building, work activities will be conducted during normal operating hours with the airport remaining fully operational cannot be avoided. Work activities, therefore, will require the extensive use of phasing and temporary construction. Work activities conducted in and around the airport terminal will therefore 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 Northern New York Region had the potential for creating an increasingly strained labor market. Given the current levels of unemployment within the regional construction industry, we assess that the labor market has essentially returned to pre-pandemic conditions. We would anticipate the labor market will tighten further 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, PLAs in place in the Southern Region establish a “Tag Along” requirement of 25 percent (three union hires followed by one core employee) with special considerations sometimes provided for small or DBE concerns. 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, & DBE Programs

Enhanced workforce diversity and training objectives are other benefits not easily translated into economic savings. Numerical goals for this Project, however, have not yet been established. Therefore, enhanced language regarding workforce diversity and/or recruitment and training is not 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.

Disadvantaged Business Enterprise participation in the Project will be an important objective. Numerical participation goals of 3.43 percent are anticipated. Union affiliation in the DBE community in the Northern New York Region is not uniform for all crafts or trades. A PLA could incorporate language addressing the unique challenges and needs faced by DBE 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 Ogdensburg Bridge & Port Authority with measurable economic benefit. We estimate that using a PLA could result in a savings of \$174,500 in direct labor costs or approximately 3.1 percent of the projected total cost of labor for the Project (estimated at \$5,557,900). Total savings from labor cost reductions and the Wicks Law exemption could exceed \$737,800 for a total Project construction cost of \$20.8 Million, which is approximately a 3.6 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;
- 5) potentially enhancing DBE participation; and
- 6) 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 several of the Ogdensburg Bridge & Port 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 Port Authority proceed with negotiations for a PLA on the Ogdensburg International Airport Gateway Improvements Project.

Labor Unions Representing the Construction Industry in St. Lawrence County

Craft	Local Union Number
Boilermakers	5
Bricklayers	2
Carpenters	277
Cement Masons	111
Electrical Workers	910
Elevator Constructors	62
Glaziers	4
Heat & Frost Insulators	30
Iron Workers	440
Laborers	1822
Millwrights	1163
Operating Engineers	158
Painters	4
Plasterers	9
Plumbers & Steamfitters	81
Roofers	195
Sheet Metal Workers	58
Sprinkler Fitters	669
Teamsters	687

Total Labor Breakdown by Craft

Craft	Hours per Craft
Boilermakers	0
Bricklayers - Building	3,854
Bricklayers - H&H	0
Carpenters - Building	22,239
Carpenters - H&H	0
Cement Masons	81
Electrical Workers	8,533
Elevator Constructors	0
Glaziers	1,603
Heat & Frost Insulators	9,937
Iron Workers	5,791
Laborers - Building	6,152
Laborers - H&H	5,627
Millwrights	148
Operating Engineers - Building	2,452
Operating Engineers - H&H	1,722
Operating Engineers - Tech	769
Painters	3,625
Plasterers	0
Plumbers & Steamfitters	8,368
Roofers	4,126
Sheet Metal Workers	5,611
Sprinkler Fitters	2,128
Teamsters - Building	0
Teamsters - H&H	527
Total	93,293

Table 3
Key Features of Existing Labor Agreements

Agreement Provisions	Operating Engineers - H&H	Operating Engineers - Tech	Painters	Plumbers & Steamfitters	Roofers	Sheet Metal Workers	Sprinkler Fitters	Teamsters - H&H
Local Number	158	158	4	81	195	58	669	687
Contract Expiration	3/31/2027	3/31/2026	4/30/2027	4/30/2024	5/31/2025	4/30/2025	3/31/2025	5/31/2024
Contract Duration	4 Years	5 Years	5 Years	2 Years	3 Years	4 Years	4 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	6:00 AM - 8:00 AM (Unless mutually agreed)	Flexible, Set by Contractor	8:00 AM	7:00 AM - 8:00 AM	6:00 AM - 8:00 AM	8:00 AM	6:00 AM Earliest	8:00 AM latest
4-10 Hour Days	Acceptable	Acceptable unless prohibited by law	Acceptable as permitted by law	Acceptable, as permitted by law	Not Addressed	Acceptable if mutually agreed	Acceptable with prior written notice to the union	Not Addressed
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 Day/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	2
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	If employee reports for work and no work is provided, unless due to weather conditions	If employee reports for work and no work is provided, unless out of the control of the employer	4 hours @ Prevailing Wage if employee reports for work at regular time and no work is provided	If employee reports for work 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 + 15% 3rd Shift: 7 hrs/8 hrs pay + 15%	Shift differential of \$3.75 for all shifts before 5:30 AM or after 5:30 PM	1st Shift: 8 hrs/8 hrs pay 2nd Shift: 8 hrs/8 hrs pay + 15% 3rd Shift: 8 hrs/8 hrs pay +25%	1st: 8 Hours/8 Hours Pay 2nd: 8 Hours/115% Pay 3rd: 8 Hours/115% Pay	1st Shift: 8 hrs/8 hrs pay 2nd Shift: 7.5 hrs/8 hrs pay 3rd Shift: 7 hrs/8 hrs pay
Single Irregular Shift/Night Work	\$2.50 Premium	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 (\$6.00)	Not Addressed
Holiday Pay	Yes, must work day before/after	Yes, must work day before/after	No	No	No	No	No	Yes, must work within 7 calendar days
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 Decoration Day Independence Day Labor Day Thanksgiving Day Christmas 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	New Year's Day Memorial Day July 4th Labor Day Thanksgiving Day Christmas Day
Journeyman (Ratio)	3	3	3	1	2	3	2	1
Apprentice (Ratio)	1	1	1	1	1	1	1	0
Travel/Parking Reimbursement Description	Not Addressed	Not Addressed	Travel pay depending on Zone	Not Addressed	Milage paid outside the free zone	Milage paid outside the 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	Not Addressed
Parking Reimbursement	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Industry Funds	\$0.05	\$0.05	\$0.10	\$0.00	\$0.05	\$0.34	\$0.25	\$0.00
Other	District 545	District 545	NA	NA	NA	NA	NA	NA










Appendices

Appendix A

Appendix A
 Ogdensburg Bridge & Port Authority
 Ogdensburg International Airport Gateway Improvements
 PLA Benefits Analysis
 Expiration Dates of Various Craft CBAs

ID	Task Name	Finish	2024												2025				
			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	
1	OIA Gateway Improvements	Tue 3/25/25																	
2																			
3	Bricklayers - Building	Sun 5/31/26																	
4	Carpenters - Building	Sun 5/31/26																	
5	Cement Masons	Tue 6/30/26																	
6	Electrical Workers	Wed 3/31/27																	
7	Glaziers	Wed 4/30/25																	
8	Heat & Frost Insulators	Thu 4/30/26																	
9	Iron Workers	Sun 6/30/24																	
10	Laborers - Building	Sat 5/31/25																	
11	Laborers - H&H	Mon 3/31/25																	
12	Millwrights	Fri 5/31/24																	
13	Operating Engineers - Building	Sun 2/28/27																	
14	Operating Engineers - H&H	Wed 3/31/27																	
15	Operating Engineers - Tech	Tue 3/31/26																	
16	Painters	Fri 4/30/27																	
17	Plumbers & Steamfitters	Tue 4/30/24																	
18	Roofers	Sat 5/31/25																	
19	Sheet Metal Workers	Wed 4/30/25																	
20	Sprinkler Fitters	Mon 3/31/25																	
21	Teamsters - H&H	Fri 5/31/24																	

The Port Authority
 OIA Gateway Improvements
 Date: Thurs 08/17/23

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

Appendix B

Project Description		Construction Cost
Division 02 - Existing Conditions	\$	214,389
Division 03 - Concrete	\$	800,253
Division 04 - Masonry	\$	474,170
Division 05 - Metals	\$	2,071,213
Division 06 - Wood, Plastics, and Composites	\$	1,576,976
Division 07 - Thermal and Moisture Protection	\$	2,362,326
Division 08 - Openings	\$	1,373,921
Division 09 - Finishings	\$	2,392,730
Division 10 - Specialties	\$	511,288
Division 11 - Equipment	\$	216,041
Division 12 - Furnishings	\$	413,467
Division 21 - Fire Suppression	\$	544,966
Division 22 - Plumbing	\$	893,159
Division 23 - Heating, Ventilating, and Air Conditioning	\$	2,492,636
Division 26 - Electrical	\$	1,209,716
Division 27 - Communications	\$	284,612
Division 28 - Electronic Safety and Security	\$	208,084
Division 31 - Earthwork	\$	347,250
Division 32 - Exterior Improvements	\$	1,387,059
Division 33 - Utilities	\$	995,744
	Total	\$ 20,770,001

Margins & Adjustments

Phasing/Temporary Works		<i>Included Above</i>
Out of Hours Work		<i>Excluded</i>
General Conditions/General Requirements		<i>Included Above</i>
Bonds and Insurances		<i>Included Above</i>
CM/GC Fee		<i>Included Above</i>
Design/Estimating Contingency		<i>Included Above</i>
Escalation Beyond Q1 2023		<i>Excluded</i>

Margins & Adjustments Total	\$	-
2023 Total Construction Cost	\$	20,770,001

Appendix C

Item No.	Provision	Savings
1	Flexible Shift Start Times	\$ 6,600
2	Industry Funds	\$ 4,400
3	Union Apprentice Ratios	\$ 11,000
4	Non-Union Apprentice Program	\$ 77,300
5	Guaranteed Pay	\$ 7,200
6	No Holiday Pay	\$ 10,900
7	Shift Work	\$ 14,700
8	Offsite Fabrication	\$ 8,300
9	Work Break Time Reduction	\$ 13,300
10	Management Rights	\$ 20,800
Total Savings		\$ 174,500
Total Labor Cost		\$ 5,557,900
Total Savings Percentage (on Labor Cost)		3.1%
Total Construction Cost		\$ 20,770,000

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	\$ 60.21	5	\$ -
Carpenters - Building	\$ 52.28	10	\$ -
Cement Masons	\$ 58.66	1	\$ -
Electrical Workers	\$ 66.37	6	\$ 4,779
Glaziers	\$ 52.19	4	\$ -
Heat & Frost Insulators	\$ 63.61	7	\$ -
Iron Workers	\$ 63.83	7	\$ -
Laborers - Building	\$ 51.28	6	\$ -
Laborers - H&H	\$ 59.32	6	\$ -
Millwrights	\$ 57.03	1	\$ -
Operating Engineers - Building	\$ 74.49	3	\$ -
Operating Engineers - H&H	\$ 82.65	2	\$ -
Operating Engineers - Tech	\$ 71.61	2	\$ -
Painters	\$ 52.21	4	\$ -
Plumbers & Steamfitters	\$ 65.23	6	\$ 4,697
Roofers	\$ 56.75	5	\$ -
Sheet Metal Workers	\$ 58.19	4	\$ 2,793
Sprinkler Fitters	\$ 68.53	5	\$ 4,112
Teamsters - H&H	\$ 51.98	2	\$ -
Total			\$ 16,380

Union Participation 40%

Total Savings through the Introduction of Flexible Shift Start Times **\$ 6,552**

Assumptions:

- Maximum Fund Contribution	\$0.37/hr.
- Minimum Fund Contribution	\$0.00/hr.
- Maximum Savings	\$11,034
- Total Savings	\$4,414

Craft	Total Hours	Industry Contribution		Total Cost
Bricklayers - Building	3,854	\$	0.37	\$ 1,426
Carpenters - Building	22,239	\$	0.15	\$ 3,336
Cement Masons	81	\$	-	\$ -
Electrical Workers	8,533	\$	0.30	\$ 2,560
Glaziers	1,603	\$	0.15	\$ 240
Heat & Frost Insulators	9,937	\$	0.02	\$ 199
Iron Workers	5,791	\$	-	\$ -
Laborers - Building	6,152	\$	-	\$ -
Laborers - H&H	5,627	\$	-	\$ -
Millwrights	148	\$	0.12	\$ 18
Operating Engineers - Building	2,452	\$	0.05	\$ 123
Operating Engineers - H&H	1,722	\$	0.05	\$ 86
Operating Engineers - Tech	769	\$	0.05	\$ 38
Painters	3,625	\$	0.10	\$ 363
Plumbers & Steamfitters	8,368	\$	-	\$ -
Roofers	4,126	\$	0.05	\$ 206
Sheet Metal Workers	5,611	\$	0.34	\$ 1,908
Sprinkler Fitters	2,128	\$	0.25	\$ 532
Teamsters - H&H	527	\$	-	\$ -

Total **\$ 11,034**

Union Participation 40%

Total Savings through the Elimination of Industry Funds **\$ 4,414**

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	Journeyman		Apprentice		Average		Union Hours	Total Cost
	Package	Package	J	A	Package	Package		
Bricklayers - Building	\$ 60.21	\$ 49.05	5	1	\$ 58.35		1,542	\$ 89,953
Carpenters - Building	\$ 52.28	\$ 36.33	3	1	\$ 48.29		8,896	\$ 429,591
Cement Masons	\$ 58.66	\$ 47.70	3	1	\$ 55.92		32	\$ 1,812
Electrical Workers	\$ 66.37	\$ 53.52	3	2	\$ 61.23		3,413	\$ 208,990
Glaziers	\$ 52.19	\$ 44.15	3	1	\$ 50.18		641	\$ 32,175
Heat & Frost Insulators	\$ 63.61	\$ 52.06	3	1	\$ 60.72		3,975	\$ 241,360
Iron Workers	\$ 63.83	\$ 35.53	4	1	\$ 58.17		2,316	\$ 134,745
Laborers - Building	\$ 51.28	\$ 43.17	3	1	\$ 49.25		2,461	\$ 121,201
Laborers - H&H	\$ 59.32	\$ 49.94	3	1	\$ 56.97		2,251	\$ 128,239
Millwrights	\$ 57.03	\$ 47.91	3	1	\$ 54.75		59	\$ 3,241
Operating Engineers - Building	\$ 74.49	\$ 61.22	3	1	\$ 71.17		981	\$ 69,805
Operating Engineers - H&H	\$ 82.65	\$ 67.26	3	1	\$ 78.80		689	\$ 54,279
Operating Engineers - Tech	\$ 71.61	\$ 53.36	3	1	\$ 67.05		308	\$ 20,624
Painters	\$ 52.21	\$ 44.13	3	1	\$ 50.19		1,450	\$ 72,777
Plumbers & Steamfitters	\$ 65.23	\$ 55.93	1	1	\$ 60.58		3,347	\$ 202,765
Roofers	\$ 56.75	\$ 42.39	2	1	\$ 51.96		1,650	\$ 85,758
Sheet Metal Workers	\$ 58.19	\$ 47.62	3	1	\$ 55.55		2,244	\$ 124,668
Sprinkler Fitters	\$ 68.53	\$ 56.52	2	1	\$ 64.53		851	\$ 54,925
Teamsters - H&H	\$ 51.98	\$ -	1	0	\$ 51.98		211	\$ 10,957
Total							37,317	\$ 2,087,864

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	Journeyman Package	Apprentice Package	J	A	Average Package	Union Hours	Total Cost
Bricklayers - Building	\$ 60.21	\$ 49.05	2	1	\$ 56.49	1,542	\$ 87,087
Carpenters - Building	\$ 52.28	\$ 36.33	2	1	\$ 46.96	8,896	\$ 417,767
Cement Masons	\$ 58.66	\$ 47.70	2	1	\$ 55.01	32	\$ 1,782
Electrical Workers	\$ 66.37	\$ 53.52	3	2	\$ 61.23	3,413	\$ 208,990
Glaziers	\$ 52.19	\$ 44.15	2	1	\$ 49.51	641	\$ 31,746
Heat & Frost Insulators	\$ 63.61	\$ 52.06	2	1	\$ 59.76	3,975	\$ 237,534
Iron Workers	\$ 63.83	\$ 35.53	2	1	\$ 54.40	2,316	\$ 126,004
Laborers - Building	\$ 51.28	\$ 43.17	2	1	\$ 48.58	2,461	\$ 119,538
Laborers - H&H	\$ 59.32	\$ 49.94	2	1	\$ 56.19	2,251	\$ 126,479
Millwrights	\$ 57.03	\$ 47.91	2	1	\$ 53.99	59	\$ 3,196
Operating Engineers - Building	\$ 74.49	\$ 61.22	2	1	\$ 70.07	981	\$ 68,720
Operating Engineers - H&H	\$ 82.65	\$ 67.26	2	1	\$ 77.52	689	\$ 53,396
Operating Engineers - Tech	\$ 71.61	\$ 53.36	2	1	\$ 65.53	308	\$ 20,156
Painters	\$ 52.21	\$ 44.13	2	1	\$ 49.52	1,450	\$ 71,801
Plumbers & Steamfitters	\$ 65.23	\$ 55.93	1	1	\$ 60.58	3,347	\$ 202,765
Roofers	\$ 56.75	\$ 42.39	2	1	\$ 51.96	1,650	\$ 85,758
Sheet Metal Workers	\$ 58.19	\$ 47.62	2	1	\$ 54.67	2,244	\$ 122,690
Sprinkler Fitters	\$ 68.53	\$ 56.52	2	1	\$ 64.53	851	\$ 54,925
Teamsters - H&H	\$ 51.98	\$ -	1	0	\$ 51.98	211	\$ 10,957

Total **37,317** **\$ 2,051,291**

Utilization Based on Site Activity 30%

Total Savings through the Implementation of Apprentice Ratios of 2:1 or Better **\$ 10,972**

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	Non-Union Labor Cost Using No Apprentices		J A		Average Package	Non-Union Hours	Total Cost
	Journeyman Package	Apprentice Package	J	A			
Bricklayers - Building	\$ 60.21	\$ 49.05	3	0	\$ 60.21	2,312	\$ 139,230
Carpenters - Building	\$ 52.28	\$ 36.33	3	0	\$ 52.28	13,343	\$ 697,593
Cement Masons	\$ 58.66	\$ 47.70	3	0	\$ 58.66	49	\$ 2,851
Electrical Workers	\$ 66.37	\$ 53.52	3	0	\$ 66.37	5,120	\$ 339,801
Glaziers	\$ 52.19	\$ 44.15	3	0	\$ 52.19	962	\$ 50,196
Heat & Frost Insulators	\$ 63.61	\$ 52.06	3	0	\$ 63.61	5,962	\$ 379,256
Iron Workers	\$ 63.83	\$ 35.53	3	0	\$ 63.83	3,475	\$ 221,784
Laborers - Building	\$ 51.28	\$ 43.17	3	0	\$ 51.28	3,691	\$ 189,285
Laborers - H&H	\$ 59.32	\$ 49.94	3	0	\$ 59.32	3,376	\$ 200,276
Millwrights	\$ 57.03	\$ 47.91	3	0	\$ 57.03	89	\$ 5,064
Operating Engineers - Building	\$ 74.49	\$ 61.22	3	0	\$ 74.49	1,471	\$ 109,590
Operating Engineers - H&H	\$ 82.65	\$ 67.26	3	0	\$ 82.65	1,033	\$ 85,394
Operating Engineers - Tech	\$ 71.61	\$ 53.36	3	0	\$ 71.61	461	\$ 33,041
Painters	\$ 52.21	\$ 44.13	3	0	\$ 52.21	2,175	\$ 113,557
Plumbers & Steamfitters	\$ 65.23	\$ 55.93	3	0	\$ 65.23	5,021	\$ 327,507
Roofers	\$ 56.75	\$ 42.39	3	0	\$ 56.75	2,476	\$ 140,490
Sheet Metal Workers	\$ 58.19	\$ 47.62	3	0	\$ 58.19	3,367	\$ 195,902
Sprinkler Fitters	\$ 68.53	\$ 56.52	3	0	\$ 68.53	1,277	\$ 87,499
Teamsters - H&H	\$ 51.98	\$ -	3	0	\$ 51.98	316	\$ 16,436
Total						55,976	\$ 3,334,751

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	Journeyman Package	Apprentice Package	J	A	Average Package	Non-Union Hours	Total Cost
Bricklayers - Building	\$ 60.21	\$ 49.05	2	1	\$ 56.49	2,312	\$ 130,630
Carpenters - Building	\$ 52.28	\$ 36.33	2	1	\$ 46.96	13,343	\$ 626,651
Cement Masons	\$ 58.66	\$ 47.70	2	1	\$ 55.01	49	\$ 2,673
Electrical Workers	\$ 66.37	\$ 53.52	3	2	\$ 61.23	5,120	\$ 313,485
Glaziers	\$ 52.19	\$ 44.15	2	1	\$ 49.51	962	\$ 47,619
Heat & Frost Insulators	\$ 63.61	\$ 52.06	2	1	\$ 59.76	5,962	\$ 356,301
Iron Workers	\$ 63.83	\$ 35.53	2	1	\$ 54.40	3,475	\$ 189,007
Laborers - Building	\$ 51.28	\$ 43.17	2	1	\$ 48.58	3,691	\$ 179,307
Laborers - H&H	\$ 59.32	\$ 49.94	2	1	\$ 56.19	3,376	\$ 189,719
Millwrights	\$ 57.03	\$ 47.91	2	1	\$ 53.99	89	\$ 4,794
Operating Engineers - Building	\$ 74.49	\$ 61.22	2	1	\$ 70.07	1,471	\$ 103,080
Operating Engineers - H&H	\$ 82.65	\$ 67.26	2	1	\$ 77.52	1,033	\$ 80,094
Operating Engineers - Tech	\$ 71.61	\$ 53.36	2	1	\$ 65.53	461	\$ 30,234
Painters	\$ 52.21	\$ 44.13	2	1	\$ 49.52	2,175	\$ 107,702
Plumbers & Steamfitters	\$ 65.23	\$ 55.93	1	1	\$ 60.58	5,021	\$ 304,148
Roofers	\$ 56.75	\$ 42.39	2	1	\$ 51.96	2,476	\$ 128,636
Sheet Metal Workers	\$ 58.19	\$ 47.62	2	1	\$ 54.67	3,367	\$ 184,035
Sprinkler Fitters	\$ 68.53	\$ 56.52	2	1	\$ 64.53	1,277	\$ 82,387
Teamsters - H&H	\$ 51.98	\$ -	1	0	\$ 51.98	316	\$ 16,436
Total						55,976	\$ 3,076,936

Utilization Based on Site Activity 30%

Total Savings for Non-Union Labor Using Apprentices \$ 77,345

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
- Heat & Frost Insulators receive \$50.00 for travel expenses
- Iron Workers receive \$35/hr for two hours (\$70 total)

Revised Pay Hours	1
Number of Events	1

Craft	Rates & Benefits	Rates Only	Workers per Week	Guaranteed Pay (Hrs)	Total Savings
Bricklayers - Building	\$ 60.21	\$ 37.19	5	2	\$ 416
Carpenters - Building	\$ 52.28	\$ 30.10	10	2	\$ 745
Cement Masons	\$ 58.66	\$ 36.54	1	2	\$ 81
Electrical Workers	\$ 66.37	\$ 40.50	6	2	\$ 553
Glaziers	\$ 52.19	\$ 26.80	4	2	\$ 310
Heat & Frost Insulators	\$ 50.00	\$ 38.50	7	1	\$ 81
Iron Workers	\$ 35.00	\$ 33.00	7	2	\$ 259
Laborers - Building	\$ 51.28	\$ 27.03	6	2	\$ 453
Laborers - H&H	\$ 59.32	\$ 31.27	6	2	\$ 524
Millwrights	\$ 57.03	\$ 32.50	1	2	\$ 82
Operating Engineers - Building	\$ 74.49	\$ 44.25	3	2	\$ 314
Operating Engineers - H&H	\$ 82.65	\$ 51.30	2	2	\$ 228
Operating Engineers - Tech	\$ 71.61	\$ 43.51	2	2	\$ 199
Painters	\$ 52.21	\$ 26.92	4	2	\$ 310
Plumbers & Steamfitters	\$ 65.23	\$ 37.22	6	2	\$ 559
Roofers	\$ 56.75	\$ 31.25	5	2	\$ 411
Sheet Metal Workers	\$ 58.19	\$ 35.25	4	2	\$ 325
Sprinkler Fitters	\$ 68.53	\$ 40.04	5	4	\$ 1,170
Teamsters - H&H	\$ 51.98	\$ 28.59	2	2	\$ 151
Total		\$ 671.76			\$ 7,172

Total Savings through the Reduction of Guaranteed Pay **\$ 7,172**

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)
- Assume no survey work scheduled for the week of a holiday (no savings assessed)

Number of Holidays 4

Craft	Rates & Benefits	Workers per Week	Holiday Pay (Hrs)	Total Savings
Bricklayers - Building	\$ 60.21	5	0	\$ -
Carpenters - Building	\$ 52.28	10	0	\$ -
Cement Masons	\$ 58.66	1	0	\$ -
Electrical Workers	\$ 66.37	6	0	\$ -
Glaziers	\$ 52.19	4	0	\$ -
Heat & Frost Insulators	\$ 63.61	7	0	\$ -
Iron Workers	\$ 63.83	7	0	\$ -
Laborers - Building	\$ 51.28	6	0	\$ -
Laborers - H&H	\$ 59.32	6	8	\$ 11,389
Millwrights	\$ 57.03	1	0	\$ -
Operating Engineers - Building	\$ 74.49	3	8	\$ 7,151
Operating Engineers - H&H	\$ 82.65	2	8	\$ 5,290
Operating Engineers - Tech	\$ 71.61	2	8	\$ -
Painters	\$ 52.21	4	0	\$ -
Plumbers & Steamfitters	\$ 65.23	6	0	\$ -
Roofers	\$ 56.75	5	0	\$ -
Sheet Metal Workers	\$ 58.19	4	0	\$ -
Sprinkler Fitters	\$ 68.53	5	0	\$ -
Teamsters - H&H	\$ 51.98	2	8	\$ 3,327
Total				\$ 27,157
			Union Participation	40%
			Total Savings through the Elimination of Holiday Pay	\$ 10,863

Assumptions:

- Shift work is applicable to 40% of the total project hours (50% of applicable hours worked on a second shift/0% of applicable hours 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 - Building
- Carpenters - Building
- Electrical Workers
- Heat & Frost Insulators
- Iron Workers
- Laborers - Building
- Operating Engineers - Building
- Painters
- Plumbers & Steamfitters
- Sheet Metal Workers
- Sprinkler Fitters

Craft	Wage Rates by 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	\$ 37.19	\$ 37.19	\$ 40.68	\$ 39.05	\$ 40.68	\$ 44.16	\$ 40.91	\$ 44.16	
Carpenters - Building	\$ 30.10	\$ 30.10	\$ 32.21	\$ 31.61	\$ 32.21	\$ 34.31	\$ 33.11	\$ 34.31	
Cement Masons	\$ 36.54	\$ 36.54	\$ 43.39	\$ 38.37	\$ 43.39	\$ 43.39	\$ 40.19	\$ 43.39	
Electrical Workers	\$ 40.50	\$ 40.50	\$ 47.51	\$ 42.53	\$ 47.51	\$ 53.22	\$ 44.55	\$ 53.22	
Glaziers	\$ 26.80	\$ 26.80	\$ 28.80	\$ 28.14	\$ 28.80	\$ 28.80	\$ 29.48	\$ 28.80	
Heat & Frost Insulators	\$ 38.50	\$ 38.50	\$ 44.27	\$ 40.43	\$ 44.27	\$ 46.20	\$ 42.35	\$ 46.20	
Iron Workers	\$ 33.00	\$ 33.00	\$ 36.30	\$ 34.65	\$ 36.30	\$ 37.95	\$ 36.30	\$ 37.95	
Laborers - Building	\$ 27.03	\$ 27.03	\$ 29.56	\$ 28.38	\$ 29.56	\$ 32.10	\$ 29.73	\$ 32.10	
Laborers - H&H	\$ 31.27	\$ 31.27	\$ 34.20	\$ 32.83	\$ 34.20	\$ 37.13	\$ 34.40	\$ 37.13	
Millwrights	\$ 32.50	\$ 32.50	\$ 34.50	\$ 34.13	\$ 34.50	\$ 34.75	\$ 35.75	\$ 34.75	
Operating Engineers - Building	\$ 44.25	\$ 44.25	\$ 48.40	\$ 46.46	\$ 48.40	\$ 52.55	\$ 48.68	\$ 52.55	
Operating Engineers - H&H	\$ 51.30	\$ 51.30	\$ 56.11	\$ 53.87	\$ 56.11	\$ 60.92	\$ 56.43	\$ 60.92	
Operating Engineers - Tech	\$ 43.51	\$ 43.51	\$ 47.59	\$ 45.69	\$ 47.59	\$ 51.67	\$ 47.86	\$ 51.67	
Painters	\$ 26.92	\$ 26.92	\$ 28.92	\$ 28.27	\$ 28.92	\$ 28.92	\$ 29.61	\$ 28.92	
Plumbers & Steamfitters	\$ 37.22	\$ 37.22	\$ 42.80	\$ 39.08	\$ 42.80	\$ 42.80	\$ 40.94	\$ 42.80	
Roofers	\$ 31.25	\$ 31.25	\$ 35.00	\$ 32.81	\$ 35.00	\$ 35.00	\$ 34.38	\$ 35.00	
Sheet Metal Workers	\$ 35.25	\$ 35.25	\$ 40.54	\$ 37.01	\$ 40.54	\$ 44.06	\$ 38.78	\$ 44.06	
Sprinkler Fitters	\$ 40.04	\$ 40.04	\$ 46.05	\$ 42.04	\$ 46.05	\$ 46.05	\$ 44.04	\$ 46.05	
Teamsters - H&H	\$ 28.59	\$ 28.59	\$ 31.27	\$ 30.02	\$ 31.27	\$ 33.95	\$ 31.45	\$ 33.95	

Assumptions:

- Shift work is applicable to 40% of the total project hours (50% of applicable hours worked on a second shift/0% of applicable hours 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 - Building
- Carpenters - Building
- Electrical Workers
- Heat & Frost Insulators
- Iron Workers
- Laborers - Building
- Operating Engineers - Building
- Painters
- Plumbers & Steamfitters
- Sheet Metal Workers
- Sprinkler Fitters

Craft	Project Hours	Applicable Hours	Hours Breakdown by Shift					
			1st Shift Union	1st Shift Non-Union	2nd Shift Union	2nd Shift Non-Union	3rd Shift Union	3rd Shift Non-Union
Bricklayers - Building	3,854	1,542	308	462	308	462	0	0
Carpenters - Building	22,239	8,896	1,779	2,669	1,779	2,669	0	0
Cement Masons	81	0	0	0	0	0	0	0
Electrical Workers	8,533	3,413	683	1,024	683	1,024	0	0
Glaziers	1,603	0	0	0	0	0	0	0
Heat & Frost Insulators	9,937	3,975	795	1,192	795	1,192	0	0
Iron Workers	5,791	2,316	463	695	463	695	0	0
Laborers - Building	6,152	2,461	492	738	492	738	0	0
Laborers - H&H	5,627	0	0	0	0	0	0	0
Millwrights	148	59	12	18	12	18	0	0
Operating Engineers - Building	2,452	981	196	294	196	294	0	0
Operating Engineers - H&H	1,722	0	0	0	0	0	0	0
Operating Engineers - Tech	769	0	0	0	0	0	0	0
Painters	3,625	1,450	290	435	290	435	0	0
Plumbers & Steamfitters	8,368	3,347	669	1,004	669	1,004	0	0
Roofers	4,126	0	0	0	0	0	0	0
Sheet Metal Workers	5,611	2,244	449	673	449	673	0	0
Sprinkler Fitters	2,128	851	170	255	170	255	0	0
Teamsters - H&H	527	0	0	0	0	0	0	0
Total	93,293	31,535	6,307	9,461	6,307	9,461	0	0

Assumptions:

- Shift work is applicable to 40% of the total project hours (50% of applicable hours worked on a second shift/0% of applicable hours 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 - Building
- Carpenters - Building
- Electrical Workers
- Heat & Frost Insulators
- Iron Workers
- Laborers - Building
- Operating Engineers - Building
- Painters
- Plumbers & Steamfitters
- Sheet Metal Workers
- Sprinkler Fitters

Craft	Cost Breakdown by Shift								
	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	\$ 58,945	\$ 28,666	\$ 31,353	\$ 30,852	\$ 30,852	\$ -	\$ -	\$ -	
Carpenters - Building	\$ 273,380	\$ 133,879	\$ 143,250	\$ 142,179	\$ 142,179	\$ -	\$ -	\$ -	
Cement Masons	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Electrical Workers	\$ 145,409	\$ 69,117	\$ 81,075	\$ 77,674	\$ 77,674	\$ -	\$ -	\$ -	
Glaziers	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Heat & Frost Insulators	\$ 159,910	\$ 76,515	\$ 87,982	\$ 84,926	\$ 84,926	\$ -	\$ -	\$ -	
Iron Workers	\$ 78,734	\$ 38,221	\$ 42,043	\$ 41,278	\$ 41,278	\$ -	\$ -	\$ -	
Laborers - Building	\$ 68,386	\$ 33,258	\$ 36,376	\$ 35,794	\$ 35,794	\$ -	\$ -	\$ -	
Laborers - H&H	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Millwrights	\$ 1,960	\$ 962	\$ 1,021	\$ 1,017	\$ 1,017	\$ -	\$ -	\$ -	
Operating Engineers - Building	\$ 44,621	\$ 21,700	\$ 23,735	\$ 23,355	\$ 23,355	\$ -	\$ -	\$ -	
Operating Engineers - H&H	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Operating Engineers - Tech	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Painters	\$ 39,904	\$ 19,517	\$ 20,967	\$ 20,777	\$ 20,777	\$ -	\$ -	\$ -	
Plumbers & Steamfitters	\$ 130,189	\$ 62,291	\$ 71,635	\$ 69,143	\$ 69,143	\$ -	\$ -	\$ -	
Roofers	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Sheet Metal Workers	\$ 82,675	\$ 39,558	\$ 45,491	\$ 43,909	\$ 43,909	\$ -	\$ -	\$ -	
Sprinkler Fitters	\$ 35,616	\$ 17,041	\$ 19,597	\$ 18,916	\$ 18,916	\$ -	\$ -	\$ -	
Teamsters - H&H	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Total	\$ 1,119,729	\$ 540,725	\$ 604,525	\$ 589,819	\$ 589,819	\$ -	\$ -	\$ -	

Summary	Cost	Savings
Standard Shift Differentials	\$ 1,145,250	\$ -
5% 2nd Shift/10% 3rd Shift Differentials or Less	\$ 1,130,544	\$ 14,706

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	\$ 60.21	3,854	0%	20%	\$ -
Carpenters - Building	\$ 52.28	22,239	5%	20%	\$ 11,627
Cement Masons	\$ 58.66	81	0%	20%	\$ -
Electrical Workers	\$ 66.37	8,533	2%	20%	\$ 2,265
Glaziers	\$ 52.19	1,603	0%	20%	\$ -
Heat & Frost Insulators	\$ 63.61	9,937	0%	20%	\$ -
Iron Workers	\$ 63.83	5,791	2%	20%	\$ 1,479
Laborers - Building	\$ 51.28	6,152	0%	20%	\$ -
Laborers - H&H	\$ 59.32	5,627	0%	20%	\$ -
Millwrights	\$ 57.03	148	0%	20%	\$ -
Operating Engineers - Building	\$ 74.49	2,452	0%	20%	\$ -
Operating Engineers - H&H	\$ 82.65	1,722	0%	20%	\$ -
Operating Engineers - Tech	\$ 71.61	769	0%	20%	\$ -
Painters	\$ 52.21	3,625	0%	20%	\$ -
Plumbers & Steamfitters	\$ 65.23	8,368	2%	20%	\$ 2,183
Roofers	\$ 56.75	4,126	0%	20%	\$ -
Sheet Metal Workers	\$ 58.19	5,611	5%	20%	\$ 3,265
Sprinkler Fitters	\$ 68.53	2,128	0%	20%	\$ -
Teamsters - H&H	\$ 51.98	527	0%	20%	\$ -
Total		93,293			\$ 20,819
				Union Participation 40%	
				Total Savings through the Use of Offsite Fabrication	\$ 8,328

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	\$ 37.19	3,854	5	96	\$ 1,493
Carpenters - Building	\$ 30.10	22,239	10	278	\$ 6,973
Cement Masons	\$ 36.54	81	1	10	\$ 31
Electrical Workers	\$ 40.50	8,533	6	178	\$ 3,600
Glaziers	\$ 26.80	1,603	4	50	\$ 448
Heat & Frost Insulators	\$ 38.50	9,937	7	177	\$ 3,985
Iron Workers	\$ 33.00	5,791	7	103	\$ 1,991
Laborers - Building	\$ 27.03	6,152	6	128	\$ 1,732
Laborers - H&H	\$ 31.27	5,627	6	117	\$ 1,833
Millwrights	\$ 32.50	148	1	19	\$ 50
Operating Engineers - Building	\$ 44.25	2,452	3	102	\$ 1,130
Operating Engineers - H&H	\$ 51.30	1,722	2	108	\$ 920
Operating Engineers - Tech	\$ 43.51	769	2	48	\$ 349
Painters	\$ 26.92	3,625	4	113	\$ 1,017
Plumbers & Steamfitters	\$ 37.22	8,368	6	174	\$ 3,244
Roofers	\$ 31.25	4,126	5	103	\$ 1,343
Sheet Metal Workers	\$ 35.25	5,611	4	175	\$ 2,060
Sprinkler Fitters	\$ 40.04	2,128	5	53	\$ 888
Teamsters - H&H	\$ 28.59	527	2	33	\$ 157
Total		93,293			\$ 33,243
			Union Participation	40%	
			Total Savings through the Reduction of Work Breaks		\$ 13,297

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%	OIA	\$ 20,770,001	40%	\$ 20,770
Total				\$ 20,770

Total Savings through a Strong Managements Rights Clause **\$ 20,770**

Assumptions:

- Wicks Law is applicable to all MEP work
- Assume a modest ten (10) percent reduction in project MEP costs

Narrative:

Recent state legislation includes a provision that allows the Project Owner to avoid 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
OIA	\$ 5,633,173	10%	\$ 563,317
Total			\$ 563,317

Total Savings through the Avoidance of Wicks Law **\$ 563,317**

End of Document

**OGDENSBURG BRIDGE & PORT AUTHORITY
SEPTEMBER 25, 2023 BOARD MEETING**

Agenda Item D. Ogdensburg International Airport
2. Approval of T-Hangar Lease Agreement with Frederick Proven.

REPORT:

Staff has negotiated a new Lease Agreement with Frederick Proven for T-Hangar No. 3 at the Ogdensburg International Airport for a one (1) year period commencing September 1, 2023 and terminating August 31, 2024 at a rate of \$240.00 per month, \$2,880.00 for the one (1) year period, inclusive of utilities.

RESOLUTION:

RESOLVED, that the Executive Director is hereby authorized and directed to execute a new Lease Agreement with Frederick Proven for T-Hangar No. 3 at the Ogdensburg International Airport for a one (1) year period commencing September 1, 2023 and terminating August 31, 2024 at a rate of \$240.00 per month, \$2,880.00 for the one (1) year period, inclusive of utilities.

INITIATOR/PREPARER: Anthony Adamczyk

APPROVED BY: 

MOTION PASSED BY: _____

Unanimous: Yes No

SECONDED BY: _____

Abstained By: _____

OGDENSBURG BRIDGE & PORT AUTHORITY
September 25, 2023 BOARD MEETING

Agenda Item D. Port of Ogdensburg
1. Approval of Equipment Lease

REPORT:

Front end loaders are an essential part of relocating road salt & grain and loading these materials for shipment out of the Port. The current loader lease is set to expire in April 2024. Therefore, the Authority is in need of a new loader for the Port of Ogdensburg. In response for a request for bids, Staff received bids from Tracey Road, and Milton-Cat. The following bids were received through NYS OGS contract:

<i>Company</i>	<i>Lease Terms</i>
Tracey Road	60 months @ \$5,207.00 per month
Milton-Cat	60 months @ \$6,258.82 per month

In considering the two lease options, the Tracey Road Hyundai Loader would not be available for almost a year; whereas, the Milton-Cat Loader would be available in time to meet the expiration of the current lease. Even though the Milton-Cat loader will be more expensive, Staff recommends leasing the CAT Wheel Loader from Milton-Cat based on its availability, features and quality of the CAT equipment.

RESOLUTION:

RESOLVED, that the Director of Operations is hereby authorized and directed to execute an Equipment Lease Agreement with Milton CAT for the lease of a CAT 966 Wheel Loader for operations at the Port of Ogdensburg at the cost of \$6,258.82 per month for 60 months.

INITIATOR / PREPARER James D. Chase

APPROVED BY:



MOTION MADE BY _____

Unanimous

Yes

No

SECONDED BY _____

Abstained
