

# THE NEW TERMINAL ONE

JFK INTERNATIONAL AIRPORT

M/W/LBE, SDVOB Information Session: Take a Deep Dive into NTO's Project Labor Agreement

April 12, 2022

# The New Terminal One

- To be built on site of the existing Terminal 1, Terminal 2 and former Terminal 3
- 2.4M square feet of terminal space – 250% larger than existing terminal
- More than 300,000 square feet of dining, retail, lounges, and recreational space, offering passengers a uniquely New York sense of place.

**9** Widebody Gates / **1** Narrow body Gate

**0.7** million square foot building

**45** acres (current T1 site)

**All-International** traffic



**23** Widebody Gates / **1** Narrow body Gate

**2.4** million square foot building

**134** acres (current T1, T2 and former T3 sites)

**All-International** traffic



# The New Terminal One Commitment

## Reaffirming Our Commitments

- **30% M/WBE goal (20% MBE, 10% WBE)** across all phases and disciplines of the project
- **3% SDVOB goal** across all phases and disciplines of the project
- Hiring goals for minorities and women (**40% for laborers, 30% for other trades and 7% for women**)
- **Prioritization of local firms** starting with SE Queens and Western Nassau, followed by Borough of Queens and New York /New Jersey Port District



# Commitment to the Community

Jobs



**10,000+** total jobs

**6,000+** local construction jobs

Local



**Creating** opportunities for local firms and residents

**Prioritizing** 37 local zip codes and Queens

Labor



**Project Labor Agreement** with leading MWBE and local hiring provisions

**Building Trades** investing through Ullico as a Financial Sponsor

Community



**Initiatives** on education, workforce, environmental, and business development

**JFK Airport Academy** to upskill local workforce

Sustainability



**Green Energy** and carbon reduction initiatives

**LEED Certification** through construction and state-of-the-art operational capabilities

**Envision Certification** to evaluate the sustainability of civil infrastructure

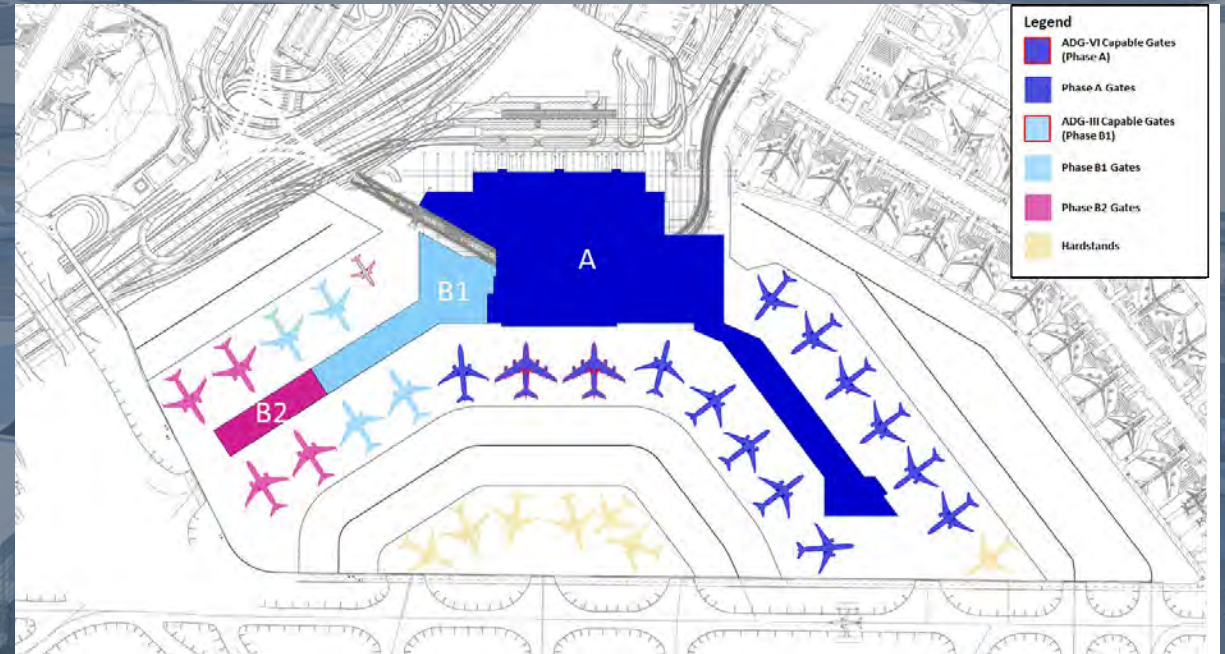
Diversity



**30% M/WBE** participation goal across all disciplines and phases; **3% SDVOB** participation goal for design and construction work

# Project Phasing

- 23 gates to be built in phases
  - 14 gates in Phase A
  - 5 gates in Phase B1
  - 4 gates in Phase B2
- Phasing is subject to international passenger traffic levels, with full completion anticipated in approximately 2030



# The New Terminal One Project Labor Agreement (PLA)

An aerial rendering of the JFK airport terminal construction project. The image shows a large, modern terminal building with a complex roof structure, surrounded by runways, taxiways, and parking areas. Several aircraft are visible on the tarmac. The rendering is overlaid with a semi-transparent blue filter. The text "The New Terminal One Project Labor Agreement (PLA) Overview" is centered over the image.

## The New Terminal One Project Labor Agreement (PLA) Overview

# What is a Project Labor Agreement

- The PLA was negotiated between Tishman and the building and construction trades of greater New York
- The PLA will give you direction of the work that is covered and on formulation of your bids
- Start and End times of all different shifts, holidays, Letter of Assent if you are above \$5M
- Off site fabrication / Modular fabrication
- Drug and alcohol program
- Standard of Excellence between the Building Construction Trades Council (BCTC) / Building Trades Employers Association (BTEA)
- Direct Entry Programs – how to enter the unions: Helmets to Hardhats, Pathways to Apprenticeship (P2A), Construction Skills, Non-Traditional Employment for Women (NEW)
- Focus on local 37 zip codes for contractors and workforce
- No strikes and no lockouts

# MWBE Carve Out

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- 37 local zip codes
- Minority goals MWBE 30% (20% MBE, 10% WBE)
- \$400M Carve out (5% of project dollar value), \$20M per trade
- Prevailing Wage ceiling of \$5M and above signs letter of assent
- Letter of Assent: for this project only, you are signatory to each union's Collective Bargaining Agreement (CBA) and jurisdictional project work performed (See PLA page 156)
- All work performed under this MWBE exclusion is subject to Prevailing Wage (See PLA Page 20, Article 4 Section 2)
- Reference PLA pages 17-20



# Work Under the Project Labor Agreement

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- Scope of work in the PLA and covered work
- Covered work in the agreement
  - Demolition to punch list
- See PLA pages 9-13, Article 3, Section 1

# Off Shift Work Hours

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- Hours of work, 8-hour workday, 5-day work week
- Holidays identified
- Start and end times – straight time/shift work
- Off Shift from 9:00 -10:00 PM to 5:00 – 6:00 AM
- NTO project will have staggered start and end times
- See PLA pages 35-38, Article 7, Section 1

# Offsite Fabrication/Modular Components

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- Schedule B was negotiated outside of the CBA with the building trades which will give us additional savings
- Percentages of shift work, apprentice ratios, make up days on Saturdays
- Offsite Fabrication
- Modular units, for example a bathroom unit, could be built offsite in the NYC five boroughs and shipped to the project site
- Ability of contractor to setup offsite in the five boroughs and fabricate for NTO project with the men and women of the building trades covering the work
- See PLA page 84

# Prevailing Wage

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- Below the ceiling of \$5M, this work shall be performed under Labor Law 220, Article 8
- This will give you all the proper area standard rates documented and controlled by the NYS Comptroller's office
- Hourly wage and supplemental benefits are all paid out in a single hourly rate
- Once emerging MWBE is qualified and not otherwise bound to Schedule A agreement, MWBE will agree to meaningfully participate in the CM's training program on how to grow into a union contractor
- For Prevailing Wage Schedule: [www.comptroller.nyc.gov/wages](http://www.comptroller.nyc.gov/wages)

# Building and Construction Trades Council

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- Pre-job talks with the BCTC
- Trades are brought in to understand who will perform work awarded above and below the \$5M ceiling
- Green Book and New York Plan—covers all jurisdictional disputes and resolutions
- Pre-job conferences and job assignments
- Reference PLA page 28, section 3

# Alternative Dispute Resolution

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- Waiver for Alternative Dispute Resolution (ADR) through NYS Workers Compensation Law
- Stipulates we will have an onsite trailer, equivalent to urgent care, to treat injured workers immediately with treatment.
- If worker is injured, a healthcare provider, doctor or nurse, is immediately provided
- Proper dollar settlement will be made
- All unions have agreed to ADR, but have a 45 day opt out period
- Reference PLA Page 38, Section 6

# Apprenticeship Programs - Project Labor Agreement

- Direct entry into Apprenticeship programs:
  - Construction Skills
  - Helmets to Hardhats
  - Non-Traditional Employment for Women (NEW)
  - Pathways 2 Apprenticeship (P2A)
  - District 37
  - Second Chance programs
  - Queens and New York City boroughs
- Interested workers can choose an entry program

# Schedules A and B Savings - Project Labor Agreement

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- Schedule A
  - Actual CBA for all unions
- Schedule B
  - Direction to additional savings each union agreed to with the NTO project
- Reference PLA Page 84



# Drug & Alcohol Program - Project Labor Agreement

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- Drug & Alcohol/Reasonable Suspicion program has been approved by the Building Trades
- Regular testing for 5 panels
- Reinstatement privilege – must enroll in a licensed healthcare provider program from an accredited rehabilitation facility earning a certificate of completion with a negative test result to return to work
- Following retesting can return to work
- Reference PLA Page 162

# Standard of Excellence

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- Standard of Excellence
  - BCTC/BTEA Contractors have identified standards of excellence

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For additional information contact:

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# Q & A

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# Stay Connected with The New Terminal One

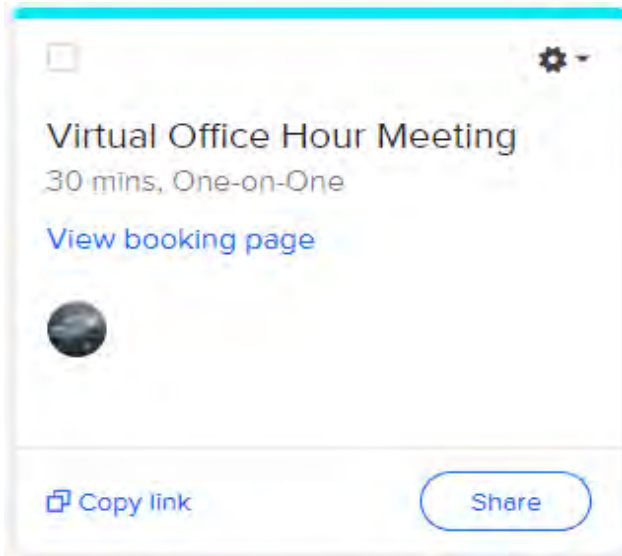
## 2022 Information Sessions:

- NTO Workforce Event, April 26
- M/W/LBE, SDVOB Information Session, May 10
- M/W/LBE,SDVOB Information Session, June 7

*\* Additional sessions will be scheduled\**

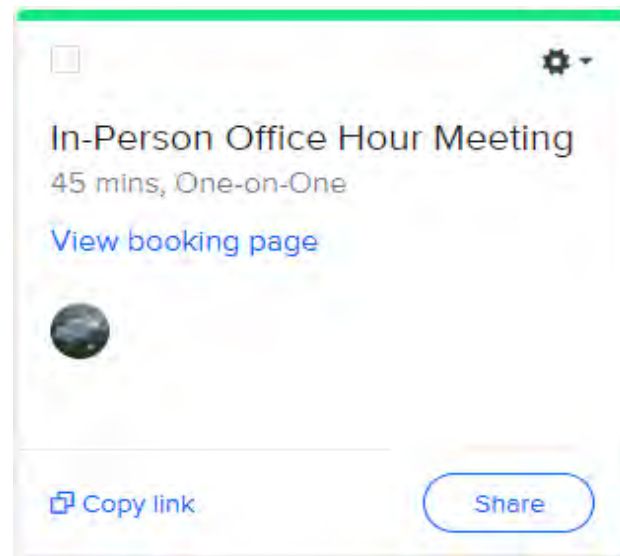
## Office Hours

- Visit us at [www.anewjfk.com](http://www.anewjfk.com) to register for:
- Virtual 1-on-1 Meetings: Daily from 9am to 5pm



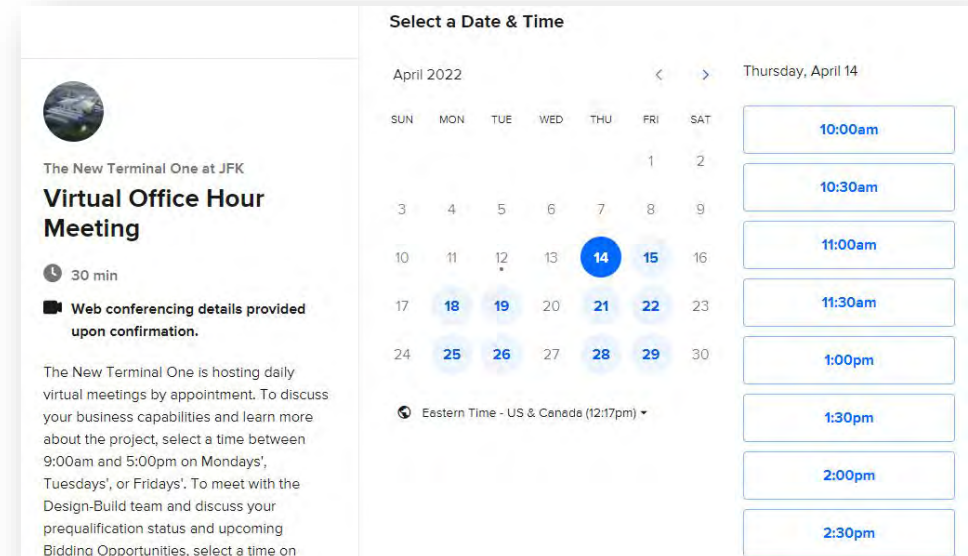
Virtual Office Hour Meeting  
30 mins, One-on-One  
[View booking page](#)

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In-Person Office Hour Meeting  
45 mins, One-on-One  
[View booking page](#)

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Select a Date & Time

April 2022 < > Thursday, April 14

SUN	MON	TUE	WED	THU	FRI	SAT	
					1	2	<a href="#">10:00am</a>
							<a href="#">10:30am</a>
3	4	5	6	7	8	9	<a href="#">11:00am</a>
10	11	12	13	14	15	16	<a href="#">11:30am</a>
17	18	19	20	21	22	23	<a href="#">1:00pm</a>
24	25	26	27	28	29	30	<a href="#">1:30pm</a>
							<a href="#">2:00pm</a>
							<a href="#">2:30pm</a>

Eastern Time - US & Canada (12:17pm) ▾

The New Terminal One at JFK  
**Virtual Office Hour Meeting**  
30 min  
Web conferencing details provided upon confirmation.

The New Terminal One is hosting daily virtual meetings by appointment. To discuss your business capabilities and learn more about the project, select a time between 9:00am and 5:00pm on Mondays, Tuesdays, or Fridays. To meet with the Design-Build team and discuss your prequalification status and upcoming Bidding Opportunities, select a time on

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To learn more visit: [www.anewjfk.com](http://www.anewjfk.com)

General Inquiries: [info@onejfk.com](mailto:info@onejfk.com)

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