



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Board Report

Engineering Services Group

- **Project Labor Agreement Update**

Summary

The attached report provides a summary of actions taken and updated results of Metropolitan's Project Labor Agreement, adopted in October 2022; the report includes details on contractor implementation associated with the Construction Careers Pipeline Program, outreach to apprenticeship readiness programs, outreach to the small business community, local and transitional hiring metrics, labor compliance, and reporting on financial impacts of the PLA.

Purpose

This report highlights outreach and implementation efforts to support the Project Labor Agreement (PLA) objectives and to report on the metrics compared to the goals stated in the PLA, for employment of local and transitional workers on Metropolitan's PLA-covered projects. This is the third annual report and covers the period from October 2024 through June 2025. Below is a summary of board actions that led to the approval of the amendment of the PLA to add covered projects.

Related Board Action(s)/Future Action(s)

By Minute Item 52738, dated March 8, 2022, the Board authorized the General Manager to negotiate a PLA pursuant to various terms and guiding principles communicated during previous oral reports and board discussions.

By Minute Item 53004, dated October 11, 2022, the Board approved the negotiated PLA to be used as a bid condition on contracts that are listed as part of an attachment to the PLA and authorized an agreement with Parsons Constructors Inc. for the administration of the PLA.

By Minute Item 53848, dated November 19, 2024, the Board authorized the General Manager to amend the PLA to add four new projects and approve the amended PLA's use as a bid condition for the newly added projects.

Attachments

Attachment 1 – Project Labor Agreement Annual Report – September 2025

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

Project Labor Agreement Annual Report

September 2025

Pictured on the cover: Work on the Second Lower Feeder PCCP Rehabilitation Project, February 2025

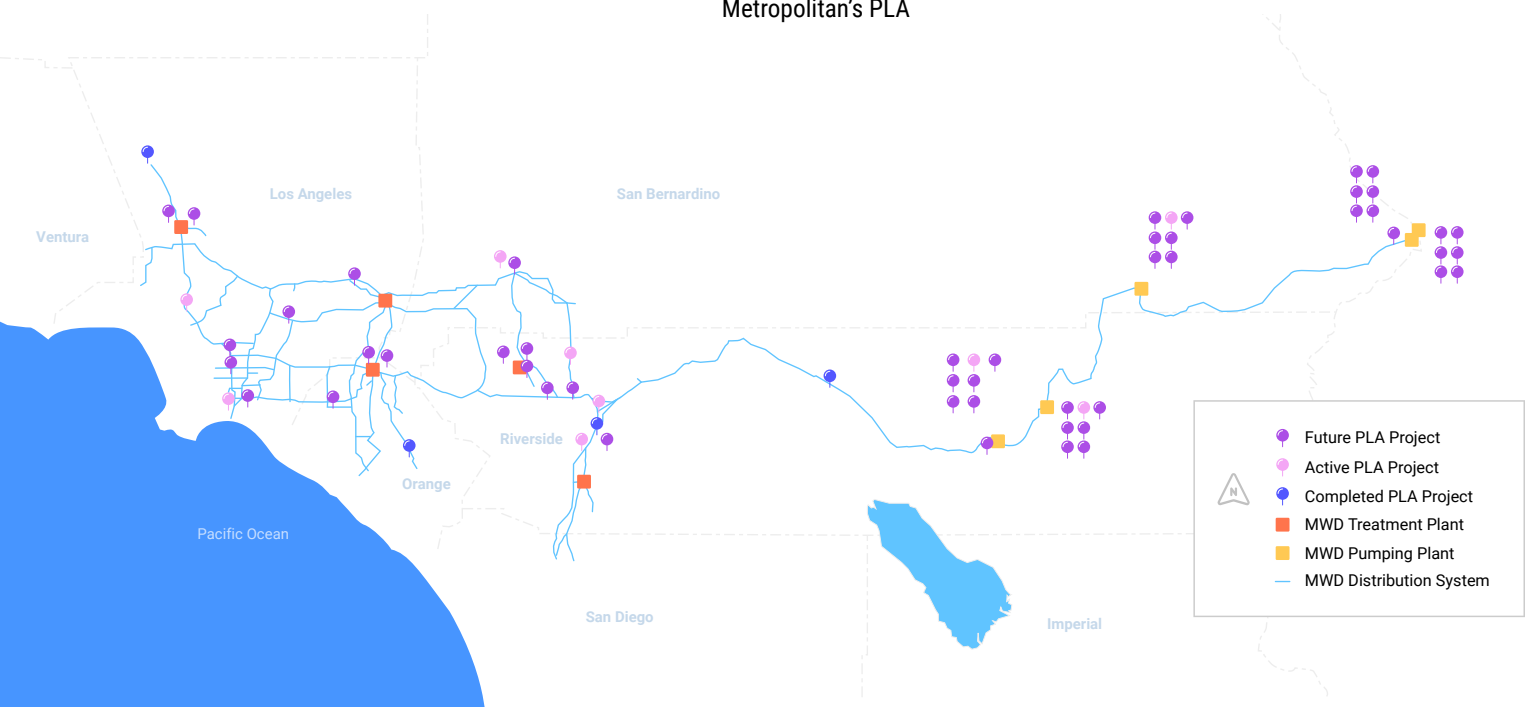
Inside Cover Photo: Wadsworth Pumping Plant Eastside Pipeline Intertie Project, April 2024



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Figure 1: Projects Covered by Metropolitan's PLA



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Introduction

Welcome to the Metropolitan Water District of Southern California's 2025 Project Labor Agreement (PLA) annual report. This report tells a story in numbers, photos and words about the programs, projects, and community partner activities associated with the landmark PLA, authorized by Metropolitan's Board of Directors in October 2022.

The main driver behind the PLA is regional investment. Metropolitan's PLA has a 60 percent goal of employing local workers, and a 15 percent goal of employing transitional workers who overcome challenges to begin a career in construction. The PLA currently includes 39 projects and programs identified by Metropolitan in the five-year term of the PLA. Together these projects account for 90 percent of Metropolitan's planned construction contract expenditures over the next several years and total nearly \$1 billion.

Four projects have completed construction since the PLA's inception, with three projects having been completed after the publication of the 2024 PLA Annual Report. All of the projects that have completed construction have exceeded the local and transitional worker participation goals set in the PLA.

One of the main benefits of the PLA is the ability to cultivate a diverse workforce supported by a spirit of labor harmony with our building partners. The PLA's Construction Careers Pipeline Program (CCPP) increases opportunities for individuals from underrepresented communities to pursue careers in the construction industry. The CCPP connects Metropolitan's contractors and signatory union partners with graduates from Apprenticeship Readiness Programs (ARPs), which train students using the North America's Building Trades Unions' recognized multi-core craft curriculum (MC3) training. The CCPP also creates opportunities for veterans in partnership with the nationally recognized Helmets to Hardhats Program.

This report details PLA-related community workforce achievements, individual success stories, and business development victories from the past year as a result of Metropolitan's staff's close oversight and administration. The words of Metropolitan's labor partners give life to the tangible impacts in the construction community fostered by the PLA and the economic and workforce benefit brought to the nearly 19 million people we serve in Southern California.

Deven Upadhyay

Metropolitan Water District of
Southern CA

Ernesto Medrano

Los Angeles and Orange Counties
Building and Construction Trades
Council

Albert Duarte

San Bernardino-Riverside Building
and Construction Trades Council

Carol Kim

San Diego County Building and
Construction Trades Council

Joshua Medrano

Tri-Counties Building and
Construction Trades Council



Labor-Management PLA Meeting, November 2024

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Construction Careers Pipeline Program

Inland Feeder Rialto Pipeline
Intertie, February 2026



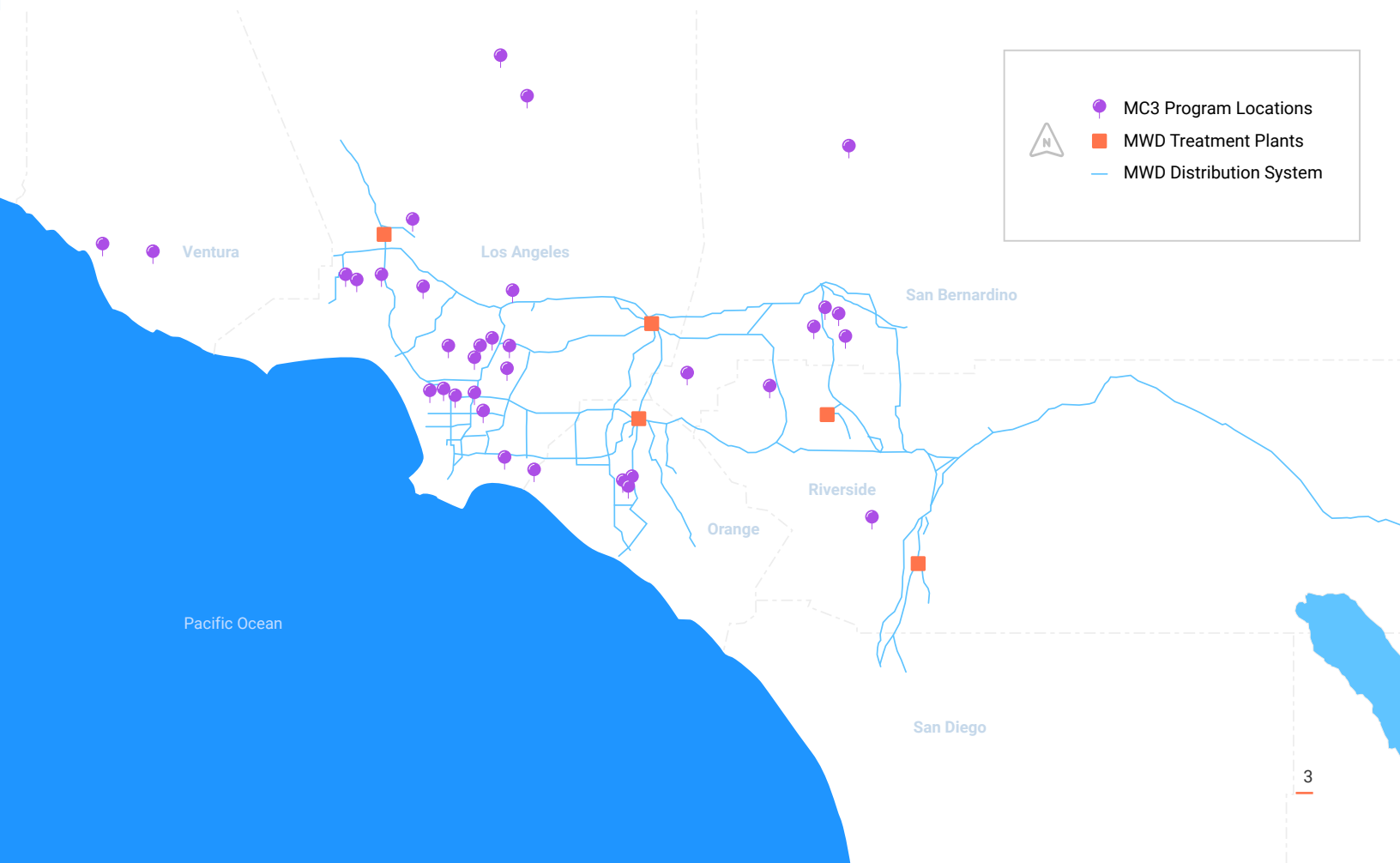
The PLA recognized a need to support non-traditional pathways to construction and established the CCPP to open doors for local and transitional workers interested in a construction career. We work in partnership with ARPs to identify potential candidates for interview by contractors working on Metropolitan projects.

Metropolitan partners that include San Bernardino's Cajon High School and Arroyo Valley High School award MC3 certifications to students in their construction education programs. Metropolitan finds opportunities to engage high school students in our service area with events like the Construction Career and Apprenticeship Resource Fair, which was attended by hundreds of high school students with the goal of introducing them to trade unions and other industry partners.

Construction Careers Pipeline Placements

The success of our outreach efforts is measured by the placement of five MC3 graduates on PLA projects. The graduates were able to launch their union-construction careers because of the PLA and chance to work with Metropolitan contractors. Two graduates highlighted in the 2024 PLA Annual Report have completed their assignments on Metropolitan projects and are continuing to advance their careers in construction through placements by the unions on projects outside of Metropolitan.

Figure 2: MC3 Program Locations



**Ramon Sanchez**

Steve P. Rados, Inc., Laborers Local 1184

Ramon is a laborer apprentice hired by Steve P. Rados, Inc. (Rados), the general contractor for Metropolitan's Inland Feeder Badlands Tunnel Surge Protection project. Ramon graduated from the San Bernardino Community College District's MC3 program and was later sponsored into Laborers Local 1184.

Although Ramon has prior experience in the construction industry, he credits SBCCD's MC3 program for reinforcing his foundational knowledge and introducing new skills that deepen his understanding and allow him to stay current with industry standards and practices. He is grateful for the opportunity that Rados has given him to both apply and showcase his skills on-site, while also gaining hands-on experience under the guidance of other journeypersons from this trade. He looks forward to advancing his career in the construction trades, with the goal of progressing from an apprentice to a journeyperson. Above all, a career in the construction trades has helped him progress towards his personal goals of purchasing a home soon and being better able to support his family.

**Matthew Dill**

Power Engineering, Co.

Matthew Dill is the general foreman for Power Engineering, Co. on the Diamond Valley Lake Wave Attenuator Replacement Stage 2 project; he has been in the construction industry for over 20 years. As a U.S. Army veteran, Matthew saw first-hand how experience in the military brought valuable skills, discipline, and experience that seamlessly transfer to the construction industry. As general foreman, Matthew oversees all aspects of the wave attenuator replacement project and plays a critical role in managing the day-to-day field operations to replace and rehabilitate wave attenuators at Diamond Valley Lake.

Matthew emphasized two core tenets that closely align between the armed forces and the construction trades: pride in one's work and a commitment to safety. In both environments, he noted that taking ownership of your duties and maintaining high standards not only reflects personal integrity but also contributes to the success of the entire team. Likewise, a strong safety culture is essential for protecting lives and ensuring that everyone returns home safely at the end of the day.

**Delia Olivas Alvarez**

Capital Industrial Coatings, Long Beach Job Corps

Delia Olivas Alvarez is a painter apprentice hired by Capital Industrial Coatings, a subcontractor to Rados, on the Inland Feeder Badlands Tunnel Surge Protection project. Metropolitan referred Delia to the subcontractor from Long Beach Job Corps, a career training and education program for low-income students between 16 and 24 years old. Delia completed her pre-apprenticeship training in painting and registered with the Painters Local 1036 union. She appreciates her Long Beach Job Corps mentor Juan Ortiz, also a member of Painters Local 1036, for his support of her education and advocacy.

Capital Industrial Coatings is a company committed to employee retention and has long-term plans to develop Delia as an accomplished union painter. Beyond opportunities on Metropolitan projects, Capital is working with Delia to obtain the necessary credentials to work on other contracts they have at various refineries in Southern California.

Employment of new apprentices, specifically apprentices that have worked less than 15 percent of the hours needed to complete their apprenticeship, is a cornerstone of the CCPP. Identifying this pool of new apprentices is supported using the LCP Tracker software. This software allows PLA administration staff to easily identify new apprentices that have completed less than 15 percent of their required hours for the state-approved apprenticeship program.

Metropolitan staff worked with MC3 programs and labor union partners to find candidates best suited for apprenticeship positions on various Metropolitan projects and helped candidates with resume and interview preparation. Since the PLA was adopted, 25 new apprentices have started their construction careers on Metropolitan projects within a month of registering in a state-approved apprenticeship program.

In addition to the five workers referred by Metropolitan for apprenticeship positions, payroll records indicate there have been 20 workers employed on Metropolitan projects within a month of enrolling in apprenticeship programs. Many were immediately dispatched to a Metropolitan project upon enrollment in their apprenticeship programs. Each of these workers have some of their earliest apprenticeship hours on Metropolitan projects, with many beginning their entire construction career with us.

Metropolitan's signatory union partners' dispatching of transitional workers exceeded goals set by the PLA. Here is how the hiring process works. When contractors request labor from the union halls, they do so via a worker dispatch form specific to the PLA's community workforce needs. The unions use this to prioritize workers in Metropolitan's service area as well as those who qualify as transitional workers, whenever possible.

Another category of transitional workers are veterans. Metropolitan is currently tracking 18 veterans through contractor payroll records. Like new apprentices, all veterans qualify as transitional workers across all PLA projects. Veterans have been identified through on-site staff worker interviews as well as through contractor efforts to employ existing veteran employees on Metropolitan projects.

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CCPP Community Outreach Update

Resource Fair, January 2024



Metropolitan continues to meet with ARPs, as well as other community partners providing construction outreach and education, in order to achieve the CCPP's community goals. This outreach includes participation at ARP events, organizing industry days for students and the public in our service area, and coordination with union leadership.

Partnership Highlights

October 9, 2024 – Riverside: Staff attended the fall Industry and Labor Advisory meeting for Alvord Unified School District's MC3 programs to provide input and guidance for strengthening the success of their workforce education programs for the building and construction industry.

October 10, 2024 – Riverside: Staff attended the San Bernardino/Riverside Trades Council meeting to discuss collaboration on the Inland Empire Career and Apprenticeship Resource Fair hosted by Metropolitan on February 28, 2025.

October 11, 2024 – Riverside: Staff attended the Norte Vista High School Career Event to share information with more than 100 students interested in entering a building trade following graduation. Information was presented about Metropolitan's PLA and the benefits and opportunities available as graduates of Norte Vista's MC3 program.

October 21, 2024 – Virtual: Metropolitan hosted the San Bernardino/Riverside Construction Workforce Development Roundtable, which featured community engagement, and industry, labor and education collaboration on construction career workforce development efforts in the Inland Empire with the goal to attract underserved populations to pursue careers in the construction industry.

October 23, 2024 – Virtual: Staff made a presentation to the Inland Empire Veterans Employment Committee about Metropolitan's PLA and placement opportunities for military veterans on Metropolitan construction projects.

October 29, 2024 – San Bernardino: Staff attended the Annual Career and Technical Education (CTE) Partners Convening meeting hosted by the San Bernardino County Board of Education to showcase the successes of CTE Pathway programs, including MC3 programs in the county. There was an opportunity to discuss industry standards, local labor market demands and improvements to the MC3 program.

November 5, 2024 – Virtual: Staff participated in a meeting with Build California and networked with construction industry professionals to identify partnership opportunities. Participants focused on ways to engage and activate the next generation of workers and bring greater awareness about the benefits and career opportunities in construction and local training programs.

November 12, 2024 – San Bernardino: Staff visited the San Bernardino Employment Resource Center to discuss partnership opportunities related to Metropolitan's PLA and veterans entering the work force.

November 13, 2024 – Los Angeles: A Labor/Management Collaboration Meeting was hosted at Metropolitan headquarters with all PLA signatory unions invited. Staff presented progress reports on current and upcoming PLA projects. Meeting co-chairs John Bednarski, Metropolitan's Assistant General Manager and Ernesto Medrano, Executive Secretary for the Los Angeles and Orange Counties Building and Construction Trades Council addressed the union attendees.

November 19, 2024 – Virtual: Staff attended the bi-monthly meeting of the American Indian Construction Apprenticeship Initiative to share information related to Metropolitan's PLA and discuss the tribes' MC3 programs and opportunities to educate Native Americans on training for entering a building trade apprenticeship program.

December 11, 2024 – Los Angeles: Staff attended the Maxine Waters EPC Net@Work Roundtable to discuss barriers for participation in programs and develop ways to overcome them.

December 12, 2024 – San Bernardino: Staff addressed the graduating cohort of SBCCD MC3 program and spoke about opportunities to work on Metropolitan PLA projects and other trade opportunities. Inland Empire Building and Construction Trades Council leader Albert Duarte joined the discussion.

December 12, 2024 – San Bernardino: Staff visited the San Bernardino County School Superintendent to establish a partnership related to construction CTE Programs, including MC3.

January 8, 2025 – Virtual: Metropolitan hosted the San Bernardino/Riverside Construction Workforce Development Roundtable collaborating on the Construction Career and Apprenticeship Resource Fair planned for February 28, 2025.

January 30, 2025 – San Bernardino: Staff attended the Construction Advisory Summit “Be a Part of the Future!” along with union leadership, Apprenticeship Readiness Fund and SBCCD.

February 4, 2025 – North Hollywood: Staff had a site tour of the North Hollywood Youth Build Program, which provides construction training to at-risk youth, and discussed potential partnership and placement opportunities on Metropolitan PLA projects.

February 6, 2025 – Hemet: Staff participated in the Evening with Industry held by the Hemet Unified Schools District. The event highlighted construction career pathway programs, including MC3 programs, giving industry members a chance to engage with high school students who are interested in a building trade apprenticeship program.

February 13, 2025 – Riverside: Staff spoke at the San Bernardino/Riverside Trades Council meeting about Metropolitan’s PLA and the Inland Empire Career and Apprenticeship Resource Fair hosted by Metropolitan.

February 28, 2025 – San Bernardino: Metropolitan hosted its second Annual Construction Career and Apprenticeship Resource Fair at California State University San Bernardino. The event was held in partnership with the San Bernardino County Board of Education, the San Bernardino/Riverside Building Trades Council, and the San Bernardino County Workforce Development Board. More than 400 high school students and community members attended to learn about construction career readiness, along with employment opportunities and apprenticeship programs in construction.

February 19, 2025 – San Bernardino: Staff attended the Caltrans Heavy Equipment Trades Academy Contactor’s Day, where information about the program and its certifications were shared, and attendees were given the opportunity to observe trainees demonstrate their skills in operating heavy equipment.

March 7, 2025 – San Bernardino: Staff attended the San Bernardino Valley College Open House celebrating the grand opening of the new 114,000-square-foot Applied Technology Building, which will house the college’s MC3 program.

Metropolitan General Manager Deven Upadhyay address Labor-Management Meeting, November 2024



March 10, 2025 – Selma: Staff toured the new state-of-the-art Central Valley Training Center, and learned about their MC3 program, including program content, funding, collaboration with the local building trades council and political officials, community engagement and placements.

March 17, 2025 – Virtual: Staff presented information to the Inland Empire Veterans Employment Committee about Metropolitan's PLA and placement opportunities for military veterans on Metropolitan construction projects.

March 20, 2025 – Riverside: Staff co-presented with leadership from the San Bernardino-Riverside Construction and Building Trades Council to students at Ramona High School. The presentation included information about opportunities in the construction industry, apprenticeship programs, and Metropolitan's PLA placement opportunities for MC3 graduates.

March 20, 2025 – Virtual: Staff met with the Long Beach Job Corps to learn about their education programs. Staff met with instructors, reviewed new apprenticeship placement processes, and received a list of candidates for upcoming potential apprenticeship placements.

April 9 & 10, 2025 – Huntington Beach: Staff attended the Construction Industry Education Design Build Competition for Southern California, sponsored by the Western States Carpenters Union. Hosted at Golden West College in Huntington Beach, the competition was attended by 39 high schools and community college construction career pathway program and required students to design and build a more than 96-square-foot structure.

April 11 & 12, 2025 – Ontario: Staff participated as judges in the 2025 SkillsUSA State Leadership & Skills Contest for Middle School, High School and Community College students who came from throughout California to compete in construction design, welding, job interviews and extemporaneous speaking.

April 24, 2025 – Riverside: Staff attended the Riverside Unified School District's CTE Pathways Showcase for students in the construction pathway. Students demonstrated their skills in designing and building a small structure and engaged in one-on-one discussions about their plans to enter a trade apprenticeship program.

April 25, 2025 – Riverside: Staff met with Albert Duarte of the San Bernardino-Riverside Construction and Building Trades Council to review PLA details and implementation of CCPP and included apprenticeship placement strategies and further collaboration with MC3 programs and Metropolitan contractors.

Metropolitan's Native American/Alaskan Native Employee Association and the California Indian Manpower Consortium (CIMC) on a tour of the CRA to educate on construction careers at Metropolitan and assist the CIMC with their development of an ARP



May 7, 2025 – Los Angeles: Staff attended the Maxine Waters EPC Spring Net@Work Roundtable. Community, industry, and labor partners discussed their MC3 program, barriers for participation, program needs and placement opportunities.

May 21, 2025 – Cajon: Metropolitan participated in the Cajon High School Trades Day where more than 25 industry, labor, and community partners engaged with students interested in a construction trade career.

June 10, 2025 – El Monte: Staff toured the Southern California Pipe Trades' A&J Training Facility in El Monte, visiting classrooms and training labs. They met with instructors and union management and witnessed the semi-finals of the apprenticeship competition.

June 23, 2025 – San Bernardino: Staff attended an MC3 cohort graduation for SBCCD students who were partnered with the Anti-Recidivism Coalition that offers education to previously incarcerated individuals.

June 30, 2025 – Colton: Project Labor Coordination team met with Center for Employment Training Colton at their facilities to learn about their trade programs, including a welding program, a green building construction program, and an upcoming Operating Engineers program.

July 23, 2025 - Virtual: Project Labor Coordinator team co-hosted a virtual "round table" event with the San Bernardino-Riverside Construction and Building Trades Council attended by labor unions and MC3 programs leaders in the Inland Empire to go over Metropolitan's PLA and facilitate meeting each other, sharing information about MC3 training and union apprenticeship programs.

Learning about the Pure Water Southern California project



Program Spotlight: San Bernardino Community College District

One of Metropolitan's early partners under the PLA CCPP is SBCCD, that offers an ARP to prepare participants to enter and succeed in state-approved apprenticeship programs. These programs are often the gateway to a career in the building and construction trades and path to middle-class jobs. The SBCCD offers a five-week, 32 hours per week program and was created in 2020 to address the need to increase the diversity of apprenticeship candidates in San Bernardino and Riverside Counties.

The SBCCD's ARP current grant focuses on preparing formerly incarcerated people who have faced barriers to employment in the construction industry. Stacy Garcia, manager of workforce development believes that "San Bernardino is heavily populated with people who need second chances and opportunities. I had a family member who tragically died at 19. He needed a second chance and if he would have been provided with this type of program, maybe he would still be with us today."

SBCCD partners with community-based organizations for cohort enrollment, such as the Anti Recidivism Coalition. This organization has a mission to empower formerly and currently incarcerated people by providing a support network and comprehensive reentry services. Marc Anthony Garcia, a recent program graduate says, "This program has helped me overcome barriers to reenter the workforce. I'm doing this not for myself, but for my family's future."

Future grants are expected to focus on other underserved populations, including, but not limited to women, people of color, and transitioning veterans.

The Anti-Recidivism Coalition offers education to previously incarcerated people



S4

Local & Transitional Worker Data





Transitional Worker Ramon Sanchez at the Inland Feeder Badlands Tunnel Surge Protection project

A Focus on Local Workers Transitional Workers

Metropolitan places the highest importance on ensuring that its investments in water infrastructure benefit the community it service in a meaningful way. In addition to workforce goals for local residents, the PLA emphasizes participation by transitional workers. This 15 percent hiring goal targets individuals facing employment barriers or requiring assistance beginning their construction careers. The PLA defines transitional workers as any individual qualifying for one or more of the following categories:

- Veteran
- Apprentice with less than 15 percent of the work hours required for completion of a union apprenticeship program
- No high school diploma or general education diploma
- Homeless now or recently homeless within the past year
- Former foster youth
- Custodial single parent
- Experiencing unemployment (defined as receiving unemployment benefits for at least three months)
- Current recipient of government cash or food assistance benefits
- Documented income at or below 100 percent of Federal Poverty Level
- Formerly incarcerated
- Graduate of ARP/MC3 program

Contractor Workforce Data

PLA projects currently exceed the goals set for local and transitional worker employment as indicated in Figure 3. The data reflects information submitted by contractors on certified payroll records through June 2025.

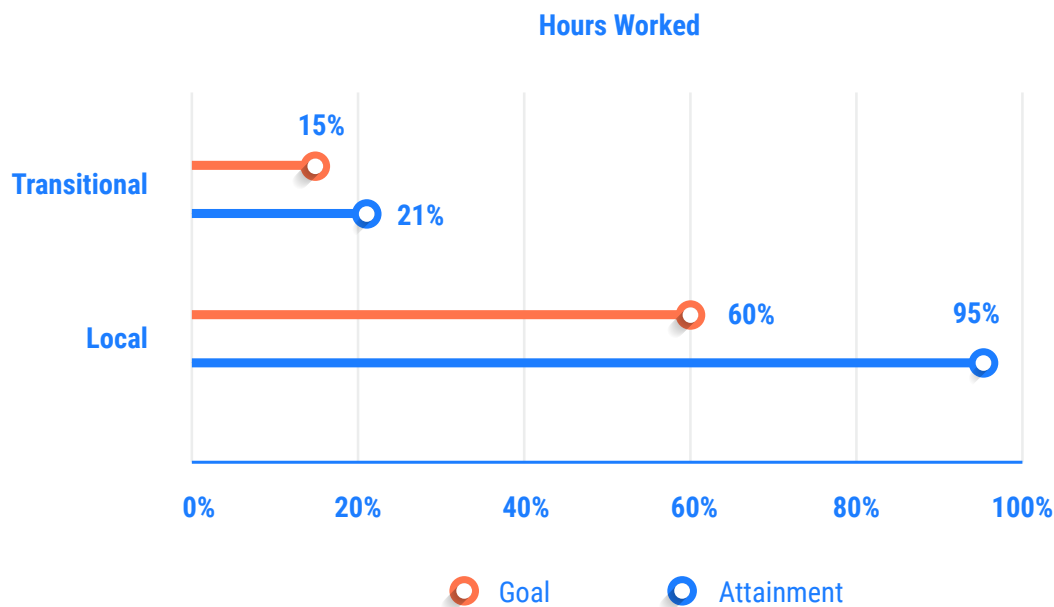


Figure 3: Local and transitional worker hours on PLA
Projects exceeding contractual goals

Key Callouts

- Craft workers received an estimated \$38,708,467.69 in wages and benefits and worked 453,225.32 reported hours on Metropolitan PLA projects.
- Local workers received an estimated \$36,612,384.89 in wages and benefits and worked 433,151.81 reported hours on Metropolitan PLA projects.
- Transitional workers received an estimated \$8,290,091.18 in wages and benefits and worked 97,429.20 reported hours on Metropolitan PLA projects.
- Note that one can be both a local and transitional worker; they are not mutually exclusive.



Eagle Mountain Pumping Plant Storage Building Replacement project, with similar projects also at Hinds and Iron Mountain Pumping Plants

S5

SBE & DVBE Outreach

Assistant General Manager Water & Technical Resource John Bednarski addresses a MetWorks audience there to learn about contracting opportunities, October 2024



Total hours worked by identified SBE, DVBE, DBE, MBE, and WBE firms constitute nearly 14% of all craft hours worked on PLA projects.

Metropolitan's Business Outreach Program has a demonstrated history of commitment to partnering with Small Businesses Enterprises and Disabled Veteran Business Enterprises (SBEs/DVBEs) over the last two decades. Metropolitan has invested more than \$1.5 billion in its partnership with SBEs/DVBEs, providing tools and networking opportunities to promote opportunities with Metropolitan and its affiliates.

Metropolitan continues efforts to partner with SBEs/DVBEs and grow its network of partners. Every year, the Project Labor Coordinator team asks the signatory unions for current lists of signatory contractors that qualify as SBE, DVBE, or other similar certifications.

Contractors with 25 or fewer employees at the time they are awarded a PLA covered contract may first employ three of their existing employees before requesting a worker from the union hiring hall. This provision, known as the alternative core employee model, differs from the typical core employee procedure for other non-union contractors which requires every other worker to be a union dispatch. In addition to those contractors already qualifying as SBE and/or DVBE, Metropolitan is also committed to growing engagement with firms that qualify as Minority Business Enterprises, Disadvantaged Business Enterprises and Women Business Enterprises.

The list of known SBE and/or DVBE contractors who have worked on Metropolitan PLA projects include:

- Connor Concrete Cutting & Coring
- Crescent Diving
- Crosstown Electrical & Data, Inc.
- Dean's Certified Welding
- **Dinamic Mod Construction**
- Don H. Mahaffey Drilling Co.
- EG Montanez Construction, Inc.
- Environmental Construction Group
- Erosion Control Experts
- GeoX, Inc.
- GGG Demolition
- Global Transloading LLC
- Guida Surveying
- Infrastructure Quality Consulting
- Inland Overhead Door Company
- J & H Drilling Co dba M R Drilling
- Landmark Surveying Solutions
- Leed Electric
- Matrix Environmental
- MBI Excavation
- MDB General Engineering, Inc.
- Miller Equipment Co., Inc.
- Monzon & Sons Enterprises
- Premier Consultant Services
- Robcar dba Hudson Safe T Lite Rentals
- Smithson Electric
- **Southwest Chlorination**
- V & E Tree Service, Inc.
- WGJ Enterprises, Inc. dba PCI

The PLA allows qualifying SBE/DVBE companies with 25 or fewer workers to first employ three core employees per craft before hiring from the union hall. The SBE/DVBE contractors listed in bold above were able to qualify for the alternative core employee model. This list includes both union-signatory and non-union contractors.



Small business contractor Bill Holmes

Small Business Spotlight: Southwest Chlorination

Southwest Chlorination successfully completed disinfection work at the Perris Valley Pipeline Interstate 215 project during a shutdown. They are one of the small businesses that successfully applied the core employee flex option in Metropolitan's PLA. Owner Bill Holmes worked closely with staff to complete all necessary labor compliance and PLA documentation for union review.

Bill has worked in pipeline chlorination for 38 years and worked under Metropolitan's PLA for the first time on the Perris Valley Pipeline Interstate 215 Crossing. He enjoyed being able to explore his company's relationship with union participation under a PLA, while also staffing the project entirely with core workers. Two of Bill's sons were employed as craft laborers on this project. He credits Metropolitan's team for his success in navigating the state and union requirements. He appreciated the ability to work with Laborers Local 1184, and the chance to ensure that his family, the heart of his small business, was able to work with Metropolitan.

Key Business Outreach Program Events & Engagement

March 2–8, 2025 – Los Angeles: Staff participated in a panel discussion on the power of mentorship to elevate careers at the National Association of Women in Construction “Together We Rise” event.

March 6, 2025 – Montebello: Staff participated in the Society of American Military Engineers Inaugural Industry Day, which brought various federal, state, and local government agencies together to network with small businesses.

March 6-9, 2025 – Carlsbad: John Bednarski, Metropolitan Assistant General Manager, presented at the Western Winter Workshop where Metropolitan also had an exhibit to share workforce development successes with industry partners. The Workshop connected key decisionmakers for major capital project delivery organizations and public owners.

March 20 & May 30, 2025 – Los Angeles: Staff launched “The Bench” initiative, which connects small businesses with larger primes in a mentor-protégé program. Two program sessions have been hosted to-date.

Well attended labor-management PLA meeting invites collaboration



S6

Contractor Onboarding & Engagement

Metropolitan supports its contractors and their subcontractors throughout the stages of a PLA-covered contract. Staff work with contractors from contract award through project completion to achieve compliance with all requirements. The team reviews the PLA requirements, facilitates introductions with union and training partners, and coordinates PLA pre-job conferences.

The pre-job conference is the cornerstone for maintaining the PLA's spirit of labor harmony between the signatory parties. Contractors are required to detail craft staff needs, work schedule and project rules. They also must propose union work assignments at the pre-job conference. The contractor and their subcontractors review the work they will perform and the unions with which they will partner. This allows for an open dialogue between unions and contractors to better understand which unions' workforces will be performing each portion of work on a PLA project, all prior to work commencing.

As of June 2025, there have been 58 pre-job conferences for PLA projects (see Figure 4). Typically, there are several pre-job conferences hosted for each PLA contract as project work progresses to allow new subcontractors to meet this contract provision as the project moves toward completion. Each contractor performing covered work, regardless of their contract value or time spent on the project, is required to assign their work and meet with the signatory unions at a PLA pre-job conference.

Figure 4: PLA Pre-job Conference Tracking

Project	Number of Pre-job Conferences
Perris Valley Pipeline Interstate 215 Crossing	11
Second Lower Feeder Prestressed Concrete Cylinder Pipe (PCCP)	8
Wadsworth Pumping Plant Eastside Pipeline Intertie	6
Foothill Hydroelectric Power Plant Seismic Upgrade	6
Colorado River Aqueduct Conduit Structural Protection	4
Hinds, Eagle Mountain, and Iron Mountain Pumping Plants Storage Buildings	4
Inland Feeder Rialto Pipeline Intertie	5
Inland Feeder Badlands Tunnel Surge Protection Facility	3
Sepulveda Feeder Pump Station Project	4
Diamond Valley Lake Floating Wave Attenuator Replacement	1
Allen-McColloch Pipeline PCCP 2024 Urgent Relining	6
Total Pre-job Conferences	58

Labor Compliance & Prevailing Wage Monitoring

Metropolitan’s construction contracts are publicly funded and subject to all applicable state requirements, including the proper payment of prevailing wages. Site observations are compared to certified payroll records to verify data is reported accurately.

The PLA establishes worker payment requirements that may be greater than those on a typical public works contract. Contractors working under the PLA are required to pay craft workers according to the current prevailing wage rates, rather than the rates set by a public contract’s bid advertisement date. The PLA also requires contractors to comply with the labor rates set forth in the appropriate union’s master labor agreement. Between these three sources, craft workers on Metropolitan PLA projects are required to receive the highest pay rate.

Figure 4 illustrates the noted difference in the earliest required wage rates from the time the PLA became effective, 2022-2, and the current applicable wage rates, 2025-1, at the time of writing. Example crafts and classifications with uniform rates throughout Southern California have been selected from contractor payroll records.

Craft	Classification	2022-2 Rate (When PLA became effective)	2025-1 Rate (Current as of report witting)
Laborer	Group 1	\$65.19	\$71.69
Carpenter	Pile Driver, Derrick Bargeman, Rockslinger, Bridge or Dock Carpenter, Cable Splicer	\$71.45	\$77.95
Teamster	Group 3	\$69.20	\$75.46
Operating Engineer	Group 4	\$87.25	\$95.29
Cement Mason	Cement Mason, Curb and Gutter Machine Operator; Clary and Similar type of screed Operator	\$69.10	\$73.52

Work on the Second Lower Feeder PCCP Rehabilitation Project, February 2025



S7

PLA Financials & Construction Update

Drone view of the Inland Feeder
Badlands Surge Protection Project



PLA Administration Cost

Analysis of Metropolitan expenditures by our PLA administration consultant, as well as expenditures by in-house staff, indicates that PLA administration costs are 0.83% of total construction expenditures through June 2025.

These costs include direct administration, and extensive outreach and training to apprenticeship readiness programs and the small business community. A cost of 1% of total construction cost is the general metric for PLA administration, which is budgeted on a project-by-project basis at contract award.

Seven Ongoing PLA Projects

SECOND LOWER FEEDER PCCP REHABILITATION REACH 3B

Start Date: February 2, 2023

Prime Contractor: J.F. Shea Construction, Inc.

Contract Value: \$68,847,000

Small Business Enterprise Goal: 10%

Duration: 650 working days

Project Scope: The project consists of the rehabilitation of approximately 19,000 linear feet of PCCP including excavation, access portals and the removal of some existing PCCP; installing Metropolitan and contractor-furnished steel liner pipe, and modifying pipeline appurtenant structures; rehabilitating three existing isolation valve structures and two service connections; and installing and removing the Palos Verdes Reservoir temporary bypass lines.

Location: Various locations in Los Angeles County

Progress to Date: 96%

WADSWORTH PUMPING PLANT EASTSIDE PIPELINE INTERTIE

Start Date: February 2, 2023

Prime Contractor: Steve P. Rados, Inc.

Contract Value: \$18,200,000

Small Business Enterprise Goal: 20%

Duration: 350 working days

Project Scope: The project consists of installation of approximately 600 linear feet of 96-inch-diameter pipeline, construction of a valve structure, relocation of transformer and switchgear, and other appurtenant work.

Location: Riverside County

Progress to Date: 97%

HINDS, EAGLE MOUNTAIN AND IRON PUMPING PLANTS STORAGE BUILDINGS

Start Date: July 31, 2023

Prime Contractor: J.F. Shea Construction, Inc.

Contract Value: \$16,490,000

Small Business Enterprise Goal: 25%

Duration: 550 working days

Project Scope: The project consists of the replacement of sheds at Hinds, Eagle Mountain and Iron Mountain Pumping Plants with new storage buildings that are insulated and include enhanced features.

Location: Colorado River Aqueduct pumping plants across San Bernardino and Riverside Counties

Progress to Date: 73%

SEPULVEDA PUMP STATIONS – PROGRESSIVE DESIGN BUILD

Start Date: September 23, 2023

Prime Contractor & Designer: J.F. Shea Construction, Inc. & Tetra Tech, Inc.

Project Delivery Method: Progressive Design Build

Contract Value Estimate: \$9,800,000 (NTE for Phase 1)

Small Business Enterprise Goal: 25%

Estimated Construction Completion Date: Fall 2027

Project Scope: This project consists of building two 30-cfs pump stations, conveyance pipelines, and associated supporting infrastructure at the Metropolitan-owned Venice and Sepulveda sites to reverse the flow of water and bypass the existing pressure control facilities.

Location: Los Angeles County

Progress to Date: 15% (Phase 1)



Inland Feeder-Rialto Pipeline Intertie skilled workforce

INLAND FEEDER – RIALTO PIPELINE INTERTIE

Start Date: March 12, 2024

Prime Contractor: Steve P. Rados, Inc.

Contract Value: \$15,681,000

Small Business Enterprise Goal: 20%

Duration: 410 working days

Project Scope: The project consists of furnishing and installing approximately 250 linear feet of 96-inch diameter welded steel pipe; construction of a valve structure; installation of Metropolitan-furnished valves; removal and disposal of pipe coating material containing PCBs, and other appurtenant work.

Location: San Bernardino County

Progress to Date: 96%

INLAND FEEDER BADLANDS TUNNEL SURGE PROTECTION

Start Date: December 11, 2023

Prime Contractor: Steve P. Rados, Inc.

Contract Value: \$18,840,000

Small Business Enterprise Goal: 20%

Duration: 370 working days

Project Scope: The project consists of constructing approximately 200 linear feet of 8-foot diameter steel pipe, an approximate 430,000-gallon surge tank, 84-inch diameter Metropolitan-furnished butterfly valve, control system, various electrical improvements, and other appurtenant work.

Location: Riverside County

Progress to Date: 96%

DIAMOND VALLEY LAKE FLOATING WAVE ATTENUATOR

Start Date: March 12, 2024

Prime Contractor: Power Engineering Construction

Contract Value: \$7,842,856

Small Business Enterprise Goal: 15%

Duration: 400 working days

Project Scope: The project consists of rehabilitating and relocating the existing floating wave attenuator including removal and replacement of damaged post tension cables; repair of spalled concrete; replacement of timber walers; installation of anchor blocks and lighting; demolition of an existing dock; and installation of a new floating wave attenuator.

Location: Riverside County

Progress to Date: 80%

Inland Feeder Shutdown,
February 2025



Completed PLA-Covered Projects

Four PLA projects have been completed to-date and exceeded the local and transitional worker goals established in the PLA. One project, the Allen-McColloch Pipeline PCCP 2024 Urgent Relining, finished at nearly 100% local worker participation. The final participation numbers are included in the table below.

Project	General Contractor	Final Local Participation (60% Goal)	Final Transotional Participation (15% Goal)
Colorado River Aqueduct Counduit Structural Protection	Granite Construction	88.26%	27.98%
Allen-McColloch Pipeline PCCP 2024 Urgent Relining	J.F. Shea Construction, Inc.	99.84%	23.14%
Foothill Hydroelectric Power Plant Seismic Upgrade	West Valley Investment Group, Inc.	97.15%	22.23%
Perris Valley Pipeline Interstate 215 Crosing	J. W. Fowler	87.05%	22.92%



Upcoming PLA-Covered Projects

EAGLE MOUNTAIN AND JULIAN HINDS PUMPING PLANT UTILITY REPLACEMENT

Small Business Enterprise Goal: 25%

Duration: 350 working days

Project Scope: The project consists of the replacement of existing potable and non-potable water distribution piping systems; replacement of the existing wastewater system, access holes, excavation in cobbles, boulders, and granitic bedrock; surface restoration; replacement of the existing asphalt pavement including grading and drainage improvements; roadway striping; disinfection; hydrotesting; abatement of hazardous materials.

Location: Riverside County

ROBERT B. DIEMER WATER TREATMENT PLANT FLUROSILICIC ACID TANK FARM IMPROVEMENTS

Small Business Enterprise Goal: 25%

Duration: 490 working days

Project Scope: The project consists of rehabilitation of the fluorosilicic acid (FSA) tank farm, which includes demolition of the existing tank farm and canopy structure; construction of a new FSA tank farm and canopy; abatement and removal of lead and asbestos containing materials; and construction of a temporary FSA chemical feed system.

Location: Orange County

GARVEY RESERVOIR REHABILITATION, STAGE 1

Small Business Enterprise Goal: 7%

Duration: 550 working days

Project Scope: The project consists of replacing the existing membrane liner and floating cover system; seismic retrofit of the outlet tower, relocation of an inlet structure, installation of a new electrical duct bank, and replacement of mechanical and electrical equipment.

Location: Los Angeles County

Construction on the DVL wave attenuator





**THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA**

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Robert B. Diemer Water Treatment Plant in Yorba Linda will receive site improvements in upcoming PLA-covered projects