



- **Board of Directors**
Engineering, Operations, and Technology Committee

11/19/2024 Board Meeting

8-1

Subject

Authorize the General Manager to amend the Project Labor Agreement to add four new projects and approve the amended Project Labor Agreement's use as a bid condition for the newly added projects; and report on Project Labor Agreement activities over the past year; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

Executive Summary

Metropolitan's Board authorized the General Manager to sign a Project Labor Agreement (PLA) on October 11, 2022, and authorized using the PLA as a bid condition on select construction contracts during its initial five-year term. The PLA permits amendments by mutual agreement between Metropolitan and the Southern California Building and Trade Councils. This action authorizes the addition of four new projects to the PLA and authorizes using the amended PLA as a condition precedent to bidding on these projects.

This letter also transmits the PLA Annual Report, which summarizes activities taken and results of Metropolitan's PLA over the past year, highlights outreach and implementation efforts to support the objectives of the PLA and reports on metrics and goals identified in the PLA. See **Attachment 1** for Metropolitan's PLA Amendment No. 3 and **Attachment 2** for the PLA Second Annual Report.

Proposed Action(s)/Recommendation(s) and Options

Staff Recommendation: Option #1

Option #1

Authorize the General Manager to amend the Project Labor Agreement to add four new projects and approve the amended Project Labor Agreement's use as a bid condition for the newly added projects.

Fiscal Impact: None; funding for the PLA agreement has been previously authorized.

Business Analysis: This option would benefit the programs and projects added to the PLA, including ensuring skilled and trained workforces are used on the construction contracts. This action would also benefit these projects by avoiding work stoppages and/or labor disputes, which is a key feature of the PLA. The recommended action increases labor development efforts within Metropolitan's service area by utilizing union-associated apprenticeship readiness programs and hiring local and transitional workers.

Option #2

Do not proceed with adding new projects to the Project Labor Agreement.

Fiscal Impact: None

Business Analysis: This option would forego adopting the PLA on these programs and projects, reducing Metropolitan's ability to ensure a skilled and trained workforce is employed on each recommended contract. In addition, this option would delay workforce development efforts and forego construction-related benefits such as avoiding work stoppages and/or labor disputes on critical projects.

Alternatives Considered

Selection of projects for PLA coverage is conducted on an individual project basis as appropriate to address Metropolitan business functions. As such, Metropolitan staff has developed a robust procedure for evaluating whether projects should be added to the PLA based on objective criteria such as project delivery method, contract duration and cost, impact on water deliveries, major operational shutdowns, value of contractor-furnished equipment, number of subcontractors and trades involved, and opportunities for workforce development. This evaluation criteria allows Metropolitan to substantiate the business case for adding projects to the PLA and avoids any misconception that projects are added on a dollar-value basis only.

Initially, staff considered adding smaller, less complex projects from the Capital Investment Plan (CIP) to the PLA. This option could impact Metropolitan's Small Business Program and reduce the bidding pool by limiting non-union contractors who may not be inclined to bid on a PLA-covered project.

Staff also considered not adding additional projects to the PLA. However, this option would result in missed opportunities for workforce development and placement of apprentices from union-approved apprenticeship readiness programs. It would also result in missed opportunities to hire local and transitional workers, who may not otherwise have the opportunity for training and entering construction careers.

The PLA-Covered Projects List includes a completed project, ten ongoing projects, and 24 upcoming projects. Staff evaluated additional projects identified in the CIP, which may be ready to begin construction in the coming two years, to determine whether they should be added to the PLA-Covered Projects List. This effort determined that four additional programs and projects should be recommended for coverage by the PLA based on the aforementioned evaluation criteria. Adding these four programs and projects would ensure these projects avoid work stoppages and/or labor disputes, which is a key feature of the PLA. Adding these projects will also guarantee a skilled and trained workforce is employed on these projects while increasing workforce development opportunities and enhancing local and transitional worker hiring. The recommendation would also preserve opportunities for small businesses to effectively bid on Metropolitan's projects as prime contractors or subcontractors.

Applicable Policy

Metropolitan Water District Administrative Code Section 8121: General Authority of the General Manager to Enter Contracts

Metropolitan Water District Administrative Code Section 11104: Delegation of Responsibilities

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 for application on construction contracts.

By Minute Item 53004, dated October 11, 2022, the Board authorized the General Manager to sign a PLA negotiated with Construction Trade Councils of Los Angeles and Orange Counties, Riverside and San Bernardino Counties, San Diego County, and Tri-Counties.

California Environmental Quality Act (CEQA)

CEQA determination for Option #1:

The proposed actions are not defined as a project under CEQA because they involve organizational, maintenance, or administrative activities; personnel-related actions; and/or general policy and procedure making that will not result in direct or indirect physical changes in the environment. (Public Resources Code Section 21065; State CEQA Guidelines Section 15378(b)(2) and (5)).

CEQA determination for Option #2:

None required

Details and Background

Background

In October 2022, Metropolitan's Board authorized the General Manager to sign a PLA negotiated with the Southern California Building and Trade Councils and the signatory unions within Metropolitan's service area and approved using the PLA as a bid condition on select construction contracts. The PLA also provides that future projects would be evaluated and added to the PLA within the five-year term that the PLA is in effect. The PLA is in effect until October 2027, and at that time, staff will reevaluate whether to extend the term of the PLA.

Metropolitan's PLA is an agreement between a contractor and labor unions within the five counties that comprise Metropolitan's service area. The PLA maintains project continuity by preventing employee strikes and employer lockouts and requires contractors to employ a skilled and trained workforce. It also includes procedures for the peaceful resolution of grievances and disputes. Under the PLA, all contractors and subcontractors must sign a letter of assent as a condition of performing work on those projects covered by the PLA. The PLA also includes prevailing wage and benefit requirements, development and enforcement of apprenticeship requirements, and local workforce hiring provisions. PLAs are open to both union and non-union contractors and support existing anti-discrimination and harassment contract provisions and existing contractor safety programs.

As part of the planning process, the Engineering Services Group maintains a list of projects to be advertised for construction in the coming years. This list is updated periodically as Metropolitan's business and operational priorities evolve. Staff monitors this list for new projects and evaluates whether adding them to the PLA is appropriate. On occasion, projects may be recommended to be added to the PLA individually, such as when it becomes necessary to advertise urgent projects. Accordingly, the Sepulveda Feeder Pump Stations Project and the Allen McColloch Pipeline Urgent Prestressed Concrete Pressure Pipe (PCCP) Rehabilitation Stage 2 Project were evaluated and added by amendments to the PLA at the time these projects were awarded over the past year.

Moving forward, staff recommends that, where possible, projects be added to the PLA on an annual basis at the same time that the PLA Annual Report is presented to the Metropolitan Board. Staff has reviewed the most recent list of upcoming programs and projects and evaluated approximately 40 CIP projects for possible PLA additions. Of the 40 projects, it was determined that four programs and projects should be added to the PLA. These four programs and projects have a cumulative estimated contract amount exceeding \$300 million. **Attachment 1** for Metropolitan's PLA Amendment No. 3 provides the list of programs and projects that are recommended to be added to the PLA.

The PLA Second Annual Report (**Attachment 2**) summarizes activities taken and results of Metropolitan's PLA over the past year. The annual report includes details on contractor implementation associated with the Construction Careers Pipeline Program, outreach to pre-apprentice and apprenticeship readiness programs, outreach to the small business community, local and transitional hiring metrics, labor compliance, and reporting on the financial impacts of the PLA. The annual report also highlights outreach and implementation efforts to support the objectives of the PLA and reports on the metrics and goals stated in the PLA for the employment of local and transitional workers on Metropolitan projects. This PLA Second Annual Report covers the period from October 2023 through September 2024.

Next Milestone

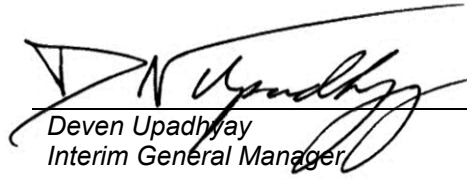
November 2025 – Issuance of the third annual PLA report



Mai M. Hattar
Interim Chief Engineer
Engineering Services

10/22/2024

Date



Deven Upadhyay
Interim General Manager

10/28/2024

Date

Attachment 1 – Metropolitan’s Project Labor Agreement Amendment No. 3

Attachment 2 – Project Labor Agreement Second Annual Report

Ref# es12699724

**METROPOLITAN WATER DISTRICT
PROJECT LABOR AGREEMENT
AMENDMENT 3**

Pursuant to Article 23 of the Project Labor Agreement (“PLA”), the Metropolitan Water District of Southern California (“Metropolitan”) and the Los Angeles and Orange Counties Building and Construction Trades Council, AFL-CIO, the Riverside-San Bernardino Counties Building and Construction Trades Council, AFL-CIO, the San Diego County Building and Construction Trades Council, and the Tri-Counties Building and Construction Trades Council (collectively, the “Councils”) agree to amend the PLA as follows:

Attachment D – Covered Project List is amended to add the following Covered Program and Projects:

36. Weymouth Administration and Control Building Seismic Upgrades

Scope: The scope includes structural upgrades to the administration and control buildings.

Location: La Verne

County: Los Angeles

37. Weymouth Wheeler Gate Security Improvements

Scope: The scope includes construction of a new guard enclosure and restroom, improved lighting, security cameras and communication features for enhanced security, new crash-rated gates, and new perimeter walls and fencing.

Location: La Verne

County: Los Angeles

38. PCCP Program – All Rehabilitation Using Steel Liner

Scope: The scope of this program includes rehabilitation of prestressed concrete cylinder pipe across Metropolitan’s distribution system using steel liner.

County: Various

39. Lake Mathews Forebay and Bypass Line (Progressive Design Build)

Scope: The scope of this project is to construct a new pressure-control structure and bypass pipeline, and electrical system upgrades at Lake Mathews.

Location: Riverside

County: Riverside

This Amendment shall be effective after it is signed by the Councils and approved by Metropolitan’s Board of Directors and shall only apply to Covered Contracts with a bid advertisement date on or after the effective date of the Amendment and during the term of the PLA.

**THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA**

By: _____
Name: _____
Title: General Manager
Dated: _____

**LOS ANGELES AND ORANGE COUNTIES
BUILDING AND CONSTRUCTION TRADES
COUNCIL**

By: _____
Name: _____
Title: _____
Dated: _____

**TRI-COUNTIES BUILDING AND CONSTRUCTION
TRADES COUNCIL**

By: _____
Name: _____
Title: _____
Dated: _____

**SAN BERNARDINO-RIVERSIDE BUILDING AND
CONSTRUCTION TRADES COUNCIL**

By: _____
Name: _____
Title: _____
Dated: _____

**SAN DIEGO COUNTY BUILDING AND
CONSTRUCTION TRADES COUNCIL**

By: _____
Name: _____
Title: _____
Dated: _____

Project Labor Agreement Annual Report

November 2024



THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA



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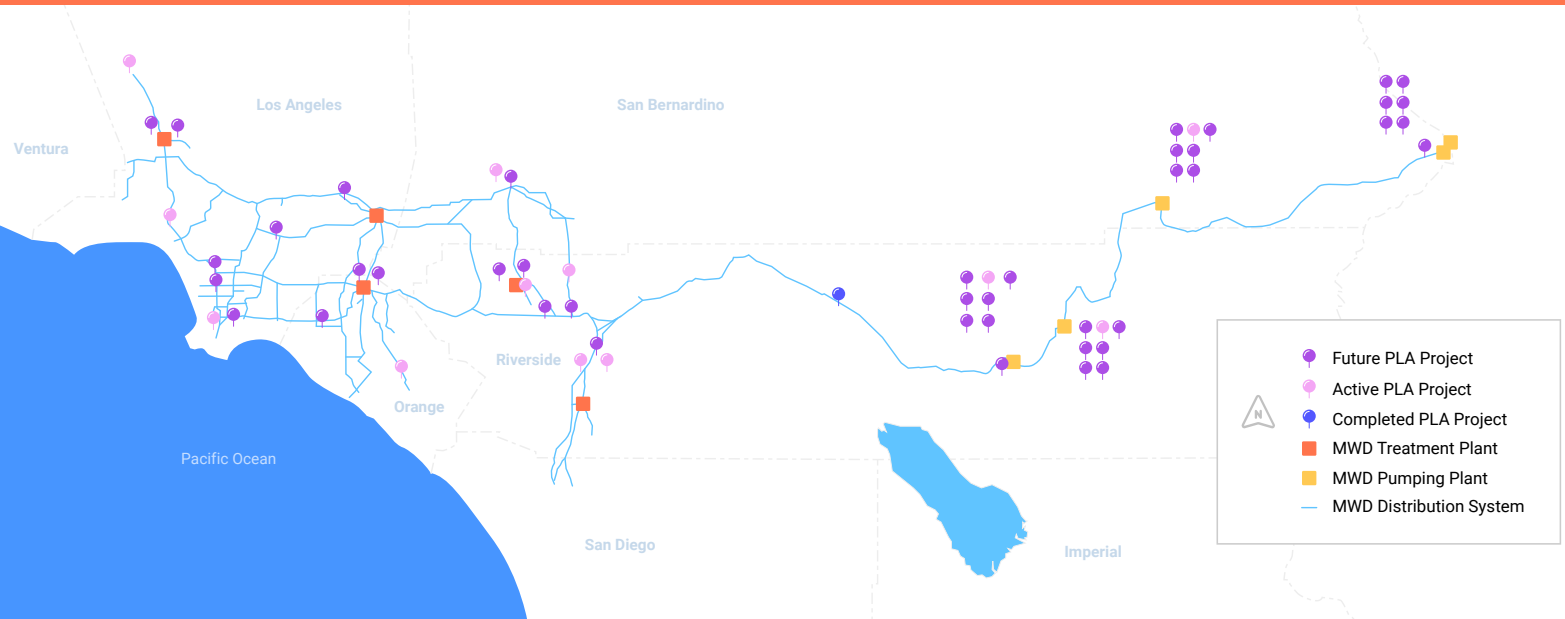
Pictured on the cover: Installation of a 144-inch to 96-inch reducer piece during the April 2024 shutdown on the Wadsworth Pumping Plant Eastside Pipeline Intertie

On this page: Breakthrough of the micro tunneling boring machine used on the Perris Valley Pipeline I-215 Crossing



Introduction

Figure 1: Projects Covered by Metropolitan's PLA



Networks Conference Inland Empire, September 2023



Welcome to the second annual Project Labor Agreement (PLA) report for the Metropolitan Water District of Southern California. This report continues to shine the spotlight on several programs and projects associated with the PLA, which was authorized by Metropolitan’s Board of Directors in October 2022.

The landmark PLA set 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. To date, the PLA includes 35 projects (and counting) identified by Metropolitan in the five-year term of the PLA, and includes the proposed full-scale implementation of Metropolitan’s Pure Water Southern California program. Together these projects account for 90 percent of Metropolitan’s planned construction contract expenditures over the next several years.

All contractors and subcontractors – union and non-union alike – are required to follow PLA labor requirements that include paying proper prevailing wages, hiring local and transitional workers, ensuring worker training, supporting pre-apprenticeship and apprenticeship programs, and using the established dispute resolution process. Last year, there were only a handful of PLA projects underway. Today, there are 10 construction contracts associated with the PLA under construction and one that has seen completion.

Metropolitan is fully committed to cultivating a workforce that represents the diversity of our 5,200 square mile service area and providing greater opportunities for people from underrepresented communities to enter into the construction industry. One way we do that is through the pre-apprenticeship and apprenticeship programs. This report will highlight success metrics met on PLA projects, share personal successes and victories made possible through the administration of the agreement, and share the commitment by our contractors and union partners to make work opportunities available to participants of pre-apprenticeship programs. Stories from the program participants, told in their own words, illustrate the real, human impact that opportunities fostered by the PLA have on people from the communities we serve.

The PLA’s Construction Careers Pipeline Program (CCPP) was established to transform the lives of Southern California residents. Important components of the CCPP program are Apprenticeship Readiness Programs (ARPs), which train students using the North America’s Building Trades Unions’ recognized multi-core craft curriculum (MC3) and the nationally recognized Helmets to Hardhats Program that connects skilled military veterans with opportunities in the construction industry. Metropolitan’s partnership with these organizations provides entry-level opportunities to remove barriers to careers in the construction field. Metropolitan, the signatory unions, and awarded contractors all work together to meet the bold goals of this historic agreement.

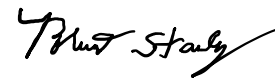
Signed



Deven Upadhyay
Metropolitan Water
District of Southern CA



Ernesto Medrano
Los Angeles and Orange
Counties Building and
Construction Trades Council



Robert Stanley
San Bernardino-Riverside
Building and Construction
Trades Council

Carol Kim

Carol Kim
San Diego County Building and
Construction Trades Council



Joshua Medrano
Tri-Counties Building and
Construction Trades Council

Construction Careers Pipeline Program

Backfilling a retaining wall as part of the CRA Structural Protection Project



Establishing a channel to reach and assist local and transitional workers interested in starting a career in the construction industry is the cornerstone of the Project Labor Agreement’s community goals. The CCPP was established by the PLA to coordinate outreach and recruitment with Metropolitan’s union and contracting partners. The parties’ shared goal is to create a pool of workers who will be trained for direct employment with Metropolitan’s construction contractors and create opportunities to join Metropolitan’s workforce.

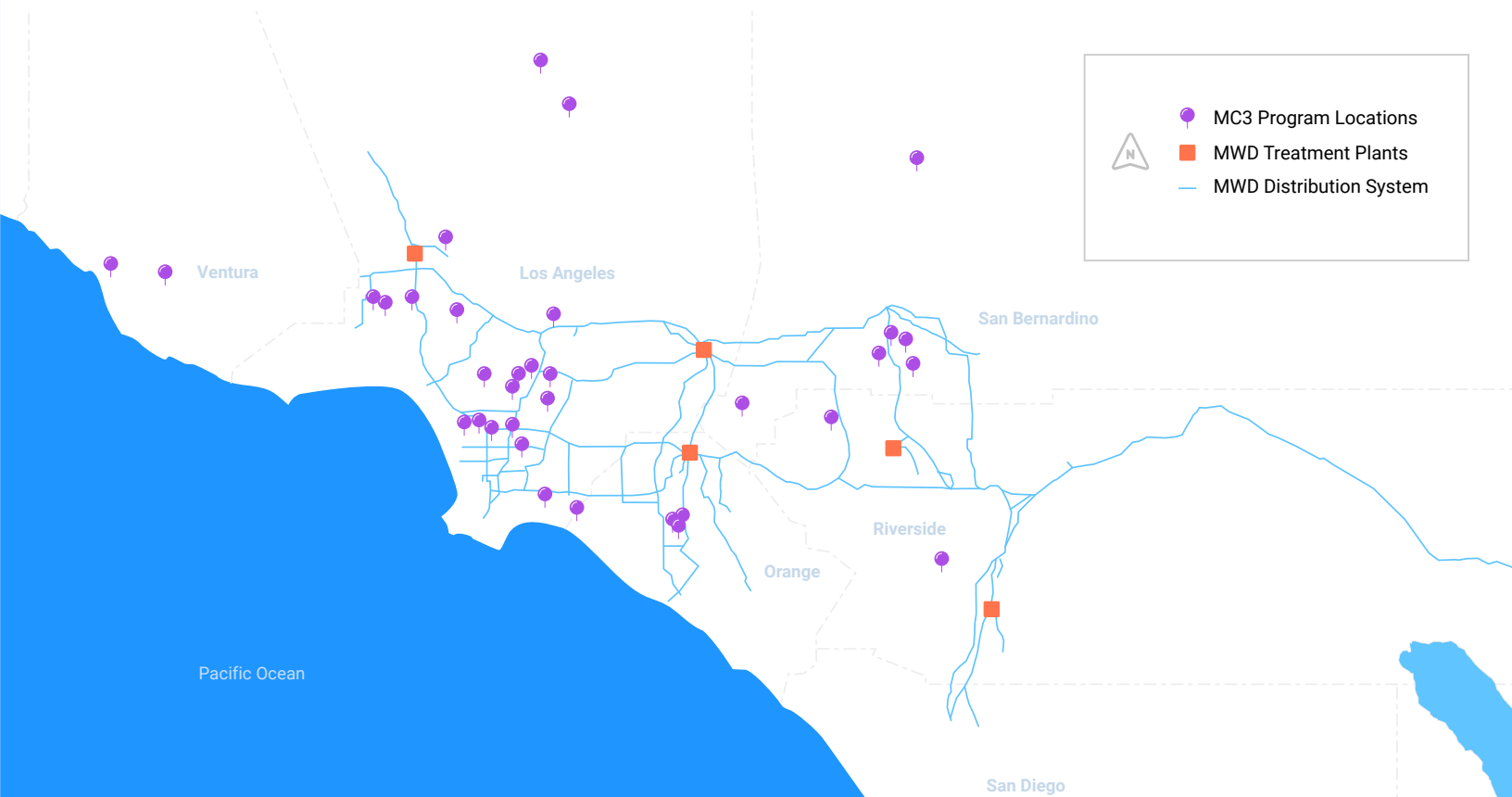
Metropolitan’s PLA team continues to meet and collaborate with ARPs and reiterate Metropolitan’s commitment to the use of local and transitional workers. Metropolitan has collaborated with ARPs, as well as the union apprenticeship readiness team, to curate rosters of qualified individuals to recommend to contractors based on trade interests and zip code. Staff regularly meets with general contractors and their subcontractors to review workforce needs, review the PLA’s CCPP, and collaborate on potential new apprentice placements for PLA-covered projects.

Staff, comprised of Metropolitan staff and project labor compliance staff are working to develop local and transitional workers towards employment on Metropolitan construction projects from local ARPs. These programs open a gateway to beginning their formal state-approved apprenticeship programs through the signatory unions. Staff has developed productive relationships with contractors, signatory unions and other CCPP partners to meet these goals.

Construction Careers Pipeline Placements

Staff’s outreach efforts have resulted in the placement of MC3 graduates on PLA projects. Three MC3 graduates have started their union-construction careers with Metropolitan contractors after having been referred to contractors by staff. Each worker has a unique story and is representative of the spirit of the CCPP.

Figure 2: MC3 Locations





Mark Arciniega pictured at the Perris Valley Pipeline Interstate 215 Crossing

Mark Arciniega
James W. Fowler Co. – Laborers Local 1184

Metropolitan met Mark Arciniega when visiting his MC3 cohort at the San Bernardino Community College District's MC3 program. After graduating and working with other non-union employers, Mark was determined to become a union construction worker on a Metropolitan project. General contractor James W. Fowler Co. sponsored Mark into Laborers Local 1184, where he is now working as an apprentice on the Perris Valley Pipeline Interstate 215 Crossing project.

Mark enjoys exposure to a variety of work on a large project like this, working alongside the tunneling team and other trades. He sees this project as a great opportunity for his construction career, and says, "If you get experience here, you're going to work a lot more." Mark credits Stacy Garcia and Yohanna Tesfay at San Bernadino Community College District for their guidance and for connecting him with Metropolitan.



Dontrell Thomas pictured at the Allen-McColloch Pipeline PCCP 2024 Urgent Relining

Dontrell Thomas
J.F. Shea Construction - Operating Engineers Local 12

Dontrell Thomas was referred to Metropolitan by the Anti-Recidivism Coalition (ARC) MC3 program. Dontrell discovered ARC as he was transitioning out of incarceration, and enrolled in the first cohort possible. He quickly graduated as a top student, ready to begin his new career as an operating engineer on the Allen-McColloch Pipeline PCCP 2024 Urgent Relining project.

This opportunity with Metropolitan has transformed Dontrell's life, allowing him to earn twice as much as his previous job. He proudly says, "I'm here for the next thirty years." Dontrell credits the advocacy of Donald McCleary & Cesar Zuniga at ARC, as well as Ben Garcia at the Apprenticeship Readiness Fund, with putting him on the path to a lifelong career starting on a Metropolitan project.



Issac Ochoa pictured at the Diamond Valley Lake Floating Wave Attenuator Replacement

Isaac Ochoa
Power Engineering Construction - Western States Regional Council of Carpenters

Isaac Ochoa is a member of Norte Vista High School's graduating class of 2024. Norte Vista's Green Construction Academy emphasizes a construction trades-oriented curriculum and operates as a "school-within-a-school." Isaac earned his MC3 certification through the school and served as President of the Norte Vista Builders Club.

Power Engineering Construction worked with the Western States Regional Council of Carpenters to sponsor Isaac into the union apprenticeship program. He works now as an apprentice on the Diamond Valley Lake Floating Wave Attenuator Replacement project. Isaac is thankful to begin his construction career at 18, "fresh out of high school" as he said, and retire as a union worker. Isaac credits his teacher, Mark Ferguson, as well as his father, with instilling the work ethic needed to succeed in his career.

This first sponsorship opportunity opened the door for Power Engineering Construction to continue to meet with Norte Vista and its students for opportunities beyond Metropolitan work. Creating lasting relationships between employers and MC3 programs is key development goal under the CCPP.

Welded steel pipe used for the Allen McColloch PCCP Urgent Rehabilitation



Construction Careers Pipeline Program Community Outreach Update



Staff continues to meet with Apprenticeship Readiness Programs, as well as the signatory unions' apprenticeship coordinators, in order to achieve the CCPP's community goals. This outreach includes participation at Apprenticeship Readiness Program open houses, organizing industry days for MC3 (multi-core curriculum) students to meet with the signatory unions, and facilitating project site tours for MC3 students.

Partnership Highlights

January 11, 2024 – Moreno Valley: Staff organized the Inland Empire Construction Career & Apprenticeship Resource Fair in partnership with the San Bernardino – Riverside Building and Construction Trades Council. This event brought community members together with industry professionals and the signatory unions to discuss employment opportunities and construction apprenticeship programs. Metropolitan and the unions offered soft skills training for high school students from CCPP partners Norte Vista High School and Cajon High School.

January 31, 2024 – Inglewood: Staff arranged a tour for Norte Vista High School students of the Intuit Dome construction project. Students in Norte Vista High School's Green Construction Academy are introduced to many aspects of the construction industry and earn MC3 certification through this program. Norte Vista students observed workers from many different trades contributing to the completion of a \$28 billion National Basketball Association stadium. Months later, student Isaac Ochoa was sponsored into the Carpenters union by Metropolitan general contractor, Power Engineering Construction.

March 6, 2024 – Los Angeles: Staff met with the Executive Secretary of the Los Angeles/Orange County Building and Trades Council, to establish a positive working relationship in the administration of the PLA.

March 7, 2024 – Carson: Staff organized a Construction Career & Apprenticeship Resource Fair in partnership with the City of Carson. The event provided residents with the opportunity to learn about careers in the building and construction trades with representatives from the signatory unions on hand to discuss their apprenticeship programs.

March 14, 2024 – El Monte: Staff visited the Southern California Pipe Trades Apprenticeship & Journeymen Training Center that is under construction.

March 15, 2024 – Colton: Staff visited UA Plumbers & Fitters Local 364 apprentice training center.

March 28, 2024 – West Athens: Staff brought Metropolitan contractor J.F. Shea Construction to the HireLAX contractor open house. This event allowed prospective employers to interview MC3 graduates from HireLAX at Los Angeles Southwest College. J.F. Shea interviewed graduates for consideration for both PLA projects and other client projects.

April 3, 2024 – Long Beach: Staff met with Long Beach Job Corps to share information about opportunities under the PLA. Staff also toured their Building Construction Technology Pre-Apprentice, Cement Masonry Pre-Apprentice, Painting Pre-Apprentice and Glazing Pre-Apprentice programs.

April 9, 2024 – Wilmington: Staff visited with Strength Based Community Change Pathway Programs to establish a relationship and share information about opportunities under the PLA.

April 10 & 11, 2024 – Huntington Beach: Staff attended the Construction Industry Education Design Build Competition for Southern California. Over 40 high schools and community college construction career pathway program students designed and built a structure for an end user. The event was sponsored by the Western States Carpenters Union.

April 16, 2024 – Virtual: Staff participated in the Water Energy Education Alliance (WEEA) Leadership Roundtable to discuss construction Jobs on Water Industry projects.

April 17, 2024 – Pasadena: Staff met with the Business Manager for the International Union of Operating Engineers Local 12 to discuss core business requirements of the PLA as applied to small, non-union businesses.

April 22 & 23, 2024 – Colorado River Aqueduct: Staff in partnership with Metropolitan’s Native American/Alaskan Native Employee Association hosted a California Indian Manpower Consortium (CIMC) tour of the CRA. The tour was used to educate on construction careers at Metropolitan and assist the CIMC with their development of an apprenticeship readiness program.

April 24 & 25, 2024 – Santee: Staff attended the two-day United Association California State Apprentice Contest. Each local union belonging to the California Pipe Trades had sponsored apprentices to participate in this statewide competition to showcase their skills in fitting, welding and working with various water lines.

June 6, 2024 – Los Angeles: Staff visited the Anti-Recidivism Coalition to establish a relationship, learn about their apprentice readiness program and share information about the PLA.

June 27, 2024 - Long Beach: Staff joined industry partners to network with veterans in the service area.

August 10, 2024 – Los Angeles: Staff attended Building HER Future Resource Fair sponsor by Women In Non Traditional Employment Roles and the LA/OC Building Trades Council Apprenticeship Readiness Fund.

September 20, 2024 – San Bernardino: Staff met with the San Bernardino Workforce Development Board to establish a partnership related to construction career pathways and requirements of the PLA.

September 24, 2024 – Riverside: Staff attended the Norte Vista High School Green Olympics construction career pathway students competition.

September 26, 2024 – Hawthorne: Staff participated in the Centinela Valley Union High School District and South Bay Workforce Investment Board Annual Industry Partner Breakfast & Academy Expo which connected local businesses and high school pathways programs.

October 3, 2024 – San Bernardino: Staff attended the San Bernardino Community College District and Anti-Recidivism Coalition Second Chance Apprenticeship Readiness Program graduation ceremony.

October 9, 2024 – Diamond Valley Lake: Staff hosted a tour with our Metropolitan Board Chair and Pipe Trades Union representative for a tour of Diamond Valley Lake’s Apprenticeship Training facility.

Helmets to Hardhats

The PLA reaffirms Metropolitan’s commitment to engaging with veterans in the community. Veterans are identified as one of the key transitional worker demographics for contractors to employ and for unions to dispatch to Metropolitan projects. In addition to classifying veterans as transitional workers, the PLA promotes the use of Helmets to Hardhats. Contractors can post employment opportunities through Helmets to Hardhats’ online system for veterans to respond and submit applications. Metropolitan’s strong relationship with this organization has fostered a direct referral system for veterans interested in the construction industry. Metropolitan continues to strengthen our relationships with Helmets to Hardhats by facilitating introductory meetings between interested parties and general contractors awarded a PLA contract.

Staff attendance at the Long Beach Helmets to Hardhats “Housing Our Heroes” event provided networking opportunities and a chance to share opportunities to work with Metropolitan. This event in Long Beach is an initiative with community partners to combat veteran homelessness and offer employment opportunities. The event hosted PLA industry partners such as the ARP WINTER (Women in Non-Traditional Employment Roles) and Ironworkers Local 433, who shared details on their pre-apprenticeship and union apprenticeship programs with veterans in the region.

Team member Thomas Romero (right) attends the Housing Our Heroes event hosted by Helmets to Hardhats. Pictured with Thomas is Helmets Hardhats Southwest Regional Manager, Quincy Lunford



OUR COUNTRY,
OUR FUTURE,
NORTH AMERICA
REG TODAY WWW.HELMETSTOHARDHATS.ORG

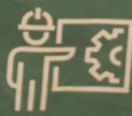
LOOK
Support



Healthcare
Retirement Benefits



Debt-free
Education



National
& Regional



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

METWORKS

TIPS

FOR SUCCESSFUL BIDS

METWORKS INFO



Contracting
Opportunities:

- Construction
- Procurement/Purchasing
- Professional Services



S4

Local & Transitional Worker Data

A Focus on Local Workers

By virtue of a six-county service area, Metropolitan has one of the largest local worker employment goals established in any Southern California PLA. There is a 60 percent goal for employment of local workers, who are defined as Metropolitan service area residents. Metropolitan's service area includes parts of Los Angeles, Orange, Riverside, San Bernardino, San Diego, and Ventura counties. The PLA also allows Metropolitan to develop priority zip code lists to hire workers living in the communities closest to our construction projects, as decided contract by contract. The CCPP requires all parties to conduct outreach, recruitment, and offer career opportunities to local workers who are currently underrepresented in the construction industry, which include women, veterans, and Black, Indigenous and People of Color.

Transitional Worker

The PLA and CCPP were created in part to ensure Metropolitan's investments in water infrastructure have a positive economic impact on the communities we serve. In addition to the 60 percent local worker goal, the PLA establishes a 15 percent hiring goal for transitional workers. These individuals are those who may be experiencing employment barriers or require 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% of Federal Poverty Level
- Formerly incarcerated
- Graduate of ARP/MC3 program

Contractor Workforce Data

Demographics are shown in Figure 3 on Metropolitan’s craft request form that contractors use to request labor from the signatory union hiring halls. This instructs the union halls to dispatch workers from Metropolitan’s service area and to seek members that meet any of the transitional criteria.

PLA projects currently exceed the goals for local and transitional worker employment as indicated in Figure 3. The data reflects information submitted by contractors on certified payroll records through October 5, 2024.

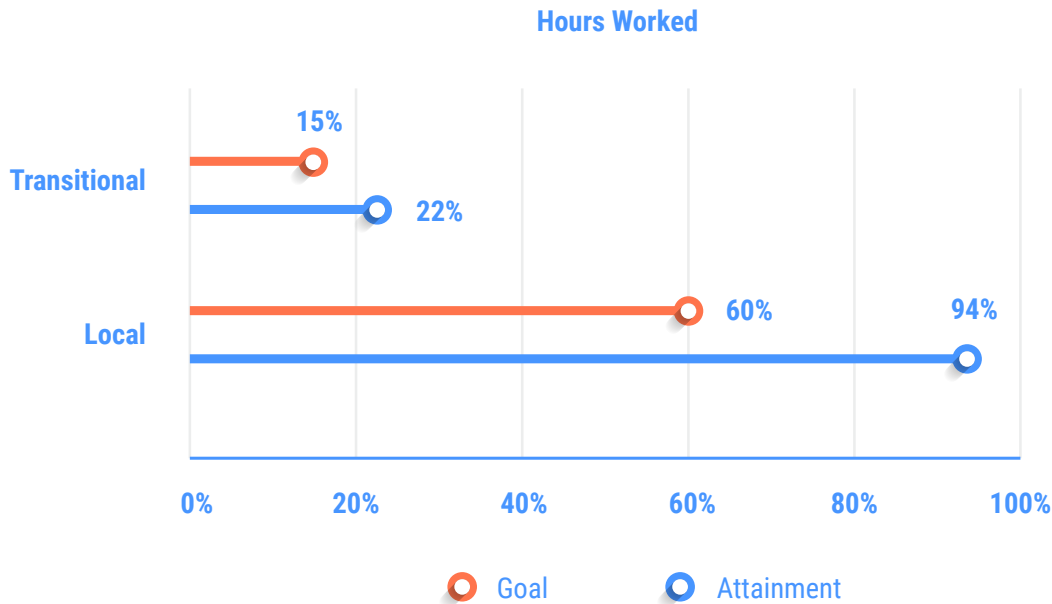


Figure 3: Local and transitional hours on PLA Projects exceeding contractual goals

Key Callouts

- Craft workers received an estimated \$25,291,863 in wages and benefits and worked 295,789 reported hours on Metropolitan PLA projects.
- Local workers received an estimated \$23,579,861 in wages and benefits and worked 277,025 reported hours on Metropolitan PLA projects.
- Transitional workers received an estimated \$5,574,984 in wages and benefits and worked 65,090 reported hours on Metropolitan PLA projects.
- Note that one can be both a local and transitional worker, and that they are not mutually exclusive.



Local & Transitional Worker Spotlight

Gilbert Salazar

James W. Fowler Co. - Operating Engineers Local 12

A key goal of the Construction Careers Pipeline Program is the retention of local and transitional workers on construction projects. Gilbert Salazar is a local and transitional worker who was spotlighted in the November 2023 annual report. A member of Operating Engineers Local 12, Gilbert worked as a driller with Mahaffey Drilling, a subcontractor on the Perris Valley Pipeline Interstate 215 Crossing. After the subcontractor finished their portion of the work, the general contractor, James W. Fowler Co., decided to hire Gilbert directly for approximately another year of project work. The opportunities provided to Gilbert on this project have afforded him the ability to purchase a home in Hemet.

Gilbert Salazar, now an employee of James W. Fowler Co.

Shaft for Perris Valley Pipeline I-215 Crossing near March Air Reserve Base





THE METROPOLITAN WATER DISTRICT OF

PRESENTS

METWORKS

CONTRACTING INFORMATION STRAIGHT

INLAND EMPIRE INDUSTRY DAY IN-PERSON EVENT

September 8 a.m.
 Moreno Valley
 Recreation Center
 14075 Frisco
 Moreno Valley

Learn About:

- Lake Mathews Pressure Control Structure and Bypass Project - \$150M Progressive Design Build Project
- Upcoming Metropolitan Contracting and Consulting Opportunities and Successful Contracting Testimonials

Highlight Upcoming Contracting Opportunities from Member Agencies:

- Inland Empire Utilities Agency
- Western Municipal Water District
- Eastern Municipal Water District

For more information on

METWORKS



S5

SBE & DVBE Outreach

Total hours worked by SBE, DVBE, DBE, MBE, and WBE firms constitute nearly 17% of all craft hours worked on PLA projects.

Metropolitan has a demonstrated commitment to Southern California's Small Business Enterprises and Disabled Veteran Business Enterprises (SBEs/DVBEs) through the Business Outreach Program (BOP). Since its inception more than two decades ago, more than \$1.5 billion has been invested in SBEs/DVBEs. Metropolitan's BOP team partners with business owners to provide them the tools to succeed in public contracting explore opportunities at hosted educational and networking events, and receive notice of key contracting prospects.

The PLA typically targets large, complex contracts greater than \$5 million. There are still opportunities for SBEs/DVBEs to bid on projects that do not fall under the PLA. Metropolitan's Staff collaborates to ensure that the PLA is not a barrier to SBE/DVBE participation.

Metropolitan's PLA allows unique workforce opportunities for qualifying SBE/DVBE contractors. Companies with 25 or fewer employees at the time they are awarded a covered contract may first employ three core employees per craft before hiring through from the union hall. This provision differs from the typical core employee provision for most contractors that requires every other worker to be a union dispatch.

In addition to those contractors already qualifying as SBE and/or DVBE, Metropolitan looks to partner with firms that qualify as Minority Business Enterprises (MBE), Disadvantaged Business Enterprises (DBE), and Women Business Enterprises (WBE).

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

- Connor Concrete Cutting & Coring
- Crosstown Electrical & Data, Inc.
- Dean's Certified Welding
- Dinamic Mod Construction
- Don H. Mahaffey Drilling Co.
- EG Montanez Construction, Inc.
- Environmental Construction Group
- GeoX, Inc.
- Global Transloading LLC
- Guida Surveying
- Infrastructure Quality Consulting
- J & H Drilling Co dba M R Drilling
- Leed Electric
- MDB General Engineering, Inc.
- Miller Equipment Co., Inc.
- Monzon & Sons Enterprises
- Robcar dba Hudson Safe T Lite Rentals
- Smithson Electric
- V & E Tree Service, Inc.
- Zefiro Corporation

Business Outreach Program Events & Engagement

March 7, 2024 – Carson: Metropolitan hosted the Networks Pure Water Southern California networking event to share upcoming business opportunities for the multi-billion dollar program. Staff team met with interested businesses to discuss small business opportunities afforded by Metropolitan's PLA.

April 17, 2024 – Virtual Event: Metropolitan hosted the Contractor Academy Virtual Orientation to promote Metropolitan opportunities and training to companies working Metropolitan's service area.

May 2024 (Temecula) & September 2024 (Los Angeles): The Small Contractor Academy creates awareness about Metropolitan's Capital Investment Plan opportunities. The Academy strengthens long-term relationships with small contractors, improves the competitive capacity of small contractors to bid on Metropolitan work, and establishes a framework for future partnerships. Four weekly seminars support Metropolitan's partnership with the Small Business Development Centers and Emerald Cities Collaborative. The Academy is conducted in different venues within Metropolitan's service area.

- Seminar I Overview of Project Forecast
- Seminar II Bonding, Labor Compliance and PLA
- Seminar III Introduction to Project Delivery Methods
- Seminar IV How to Bid on Project Work

October 17, 2024 – Anaheim: Metropolitan hosted the Networks networking event in coordination with Orange County agencies to share upcoming public works and consulting opportunities for businesses. Staff met with interested businesses to discuss small business opportunities afforded by Metropolitan's PLA.

Networks event in Garden Grove brought agencies together to discuss water infrastructure





Contractor Onboarding & Engagement

Metropolitan supports its contractors and their subcontractors throughout all stages of a PLA-covered contract. Staff works with contractors from the first step of awarding a contract through the project's duration. The team engages with the general contractor and their subcontractors to review the PLA requirements, facilitate introductions with union and training partners, and coordinate PLA pre-job conferences.

Working with Contractors

The pre-job conference is a cornerstone for maintaining the PLA's spirit of labor harmony between the signatory parties. PLA Article 15 requires contractors to detail craft manpower needs, their schedule of work, project rules, and to propose union work assignments. The contractor and their subcontractors will state the work they are performing and which unions they will partner with to complete it. This allows for an open dialogue between unions and contractors to understand which unions' workforces will be performing each portion of work on a PLA project, all prior to work commencing.

As of September 2024, there have been 43 pre-job conferences for PLA projects (see Figure 4). Many projects will host multiple pre-job conferences as work progresses to allow new subcontractors the opportunity to meet this contract provision. Each contractor performing covered work, regardless of their contract value or time spent on the project, is required to assign their work at a PLA pre-job conference.



Project	Number of Pre-job Conferences
Perris Valley Pipeline Interstate 215 Crossing	7
Second Lower Feeder PCCP Rehabilitation - Reach 3B	7
Wadsworth Pumping Plant Eastside Pipeline Intertie	4
Foothill Hydroelectric Power Plant Seismic Upgrade	5
Colorado River Aqueduct Conduit Structural Protection	4
Hinds, Eagle Mountain, and Iron Mountain Pumping Plants Storage Buildings	4
Inland Feeder Rialto Pipeline Intertie	3
Inland Feeder Badlands Tunnel Surge Protection Facility	1
Sepulveda Feeder Pump Station Project	3
Diamond Valley Lake Floating Wave Attenuator Replacement	1
Allen-McColloch Pipeline PCCP 2024 Urgent Relining	4
Total Pre-job Conferences	43

Figure 4: PLA Pre-job Conference Tracking

Ensuring Contractor Compliance

The team continues to work with the contractors to help them meet their PLA and labor compliance requirements throughout the project’s duration. Metropolitan schedules an orientation for each new general contractor awarded a PLA-covered contract. PLA Article 21 requires contractors to engage with Helmets to Hardhats to network and employ veterans. Staff assists contractors with this requirement by coordinating an introduction between the general contractor and the Helmets to Hardhats organization to allow each group to learn about mutual needs and review opportunities for veteran employment.

The PLA requirements are highlighted in pre-bid meetings to allow contractors and their subcontractors to plan appropriately in their bids and have the chance to ask questions prior to bidding.

Contractors on PLA projects are required to submit payroll and compliance documents through Metropolitan’s online payroll system, LCPTTracker. Overview meetings are scheduled on an as-needed basis for contractors and subcontractors that need assistance navigating online payroll systems.

Following the PLA pre -job conference, Metropolitan will review the contractors listed for the project and identify potential CAPP placement opportunities. The Project Labor Coordinator team will meet with contractors in need of apprentices to encourage these positions to be filled by local and transitional community members. Metropolitan provides relevant candidates from PLA partners, such as Helmets to Hardhats & ARPs, for contractor consideration.

Monthly status reports are provided by Metropolitan to contractors on PLA projects. These reports summarize any outstanding labor compliance issues requiring attention or clarification. The team also provides reports detailing a project’s compliance with the PLA’s local and transitional goals, which are also published on Metropolitan’s website.

Representatives of Sheet Metal Workers Local 105 host a booth, along with other unions, at Metropolitan’s Construction Career and Apprentice Resource Fair in Carson



S7

Labor Compliance & Prevailing Wage Monitoring

Metropolitan's PLA projects are publicly funded and subject to all applicable state requirements, including the proper payment of prevailing wages. Staff conducts proactive labor compliance monitoring through the online payroll reporting software LCPTracker and regular project site visits. The observations and information gathered on site are compared to certified payroll records to verify data is reported accurately.

This philosophy of proactive monitoring now applies to all Metropolitan public works projects, not just those bound by the PLA. Metropolitan started using LCPTracker to monitor other public works contracts in 2024. This practice will eliminate the need to collect physical copies of contractors' payroll records and helps to ensure compliance with state prevailing wage requirements.

The PLA establishes worker payment requirements beyond those set by the California State Labor Code. 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. This allows workers to receive higher wages.

The PLA also requires contractors to comply with the labor rates set forth in the appropriate union’s master labor agreement. In the event these rates are higher than the state required rates or those in the current prevailing wage rate, this union rate will apply. Between these three sources, craft workers on Metropolitan PLA projects are required to receive the highest pay rate.

Figure 5 illustrates the noted difference in the earliest required wage rates from the time the PLA became effective and the current applicable wage rates. Example crafts and classifications with uniform rates throughout Southern California have been selected from contractor payroll records.

Craft	Classification	2022 Rate	2022 Rate
Laborer	Group 1	\$65.19	\$71.69
Carpenter	Pile driverman, Derrick Bargeman, Rockslinger, Bridge or Dock Carpenter, Cable Splicer	\$71.45	\$77.95
Teamster	Group 3	\$69.01	\$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

Figure 5: Current Prevailing Wage Rates

Networking at Pure Water Southern California outreach event



Welding work on the Wadsworth
Pumping Plant Eastside Pipeline Intertie



PLA Financials & Construction Update

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 dropped from the first year of 1.5% to the second year 0.75% of total construction costs through October 2024. These costs include direct administration, and robust 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.

Installation of a 144-inch to 96-inch reducer piece during the April 2024 shutdown on the Wadsworth Pumping Plant Eastside Pipeline Intertie



Metropolitan has issued many public works contracts covered by the PLA that are currently in various stages of development or construction. A summary of these contracts is below.

Ongoing Projects

PERRIS VALLEY PIPELINE 215 CROSSING

Start Date: February 9, 2023

Prime Contractor: James W. Fowler Co.

Contract Value: \$59,489,720

Small Business Enterprise Goal: 10%

Duration: 500 working days

Project Scope: The project consists of installing four shafts located near the March Air Museum, approximately 3,000 linear feet of 97-inch diameter welded steel pipe constructed by a combination of micro-tunneling and cut and cover methods.

Location: Riverside County

Progress to Date: 92%

Valve vault foundation for Badlands Tunnel Project



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 rehabilitation of approximately 19,000 linear feet of prestressed concrete cylinder pipe (PCCP) including excavation, access portals and removing portions of 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 Palos Verdes Reservoir temporary bypass lines.

Location: Various locations in Los Angeles County

Progress to Date: 74%

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: 89%

FOOTHILL HYDROELECTRIC POWER PLANT SEISMIC UPGRADE

Start Date: April 27, 2023

Prime Contractor: West Valley Investment Group

Contract Value: \$6,174,000

Small Business Enterprise Goal: 25%

Duration: 360 working days

Project Scope: The project consists of seismic retrofit of hydroelectric power plant, including upgrades to lighting, HVAC system, and roofing.

Location: Los Angeles County

Progress to Date: 76%

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 replacing 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: 40%

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%

Duration: Late 2024 (Milestone for Phase 1)

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: 35% (Phase 1)

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: 18%

Iron workers installing CRA storage building framing at Eagle Mountain



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 approximately 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:** 18%**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, repairs of spalled concrete, replacing timber walers, installing anchor blocks, installing lighting, demolition of an existing dock, and installing a new floating wave attenuator.

Location: Riverside County**Progress to Date:** 5%**ALLEN McCOLLOCH PIPELINE PCCP URGENT RELINING 2024 – STAGE 2****Start Date:** May 30, 2024**Prime Contractor:** J.F. Shea Construction, Inc.**Contract Value:** \$24,912,000**Small Business Enterprise Goal:** 0%**Duration:** 180 working days

Project Scope: The project consists of rehabilitation of approximately 12,700 linear feet of prestressed concrete cylinder pipe including excavating access portals and removing portions of existing PCCP, modifying Metropolitan-furnished welded steel cylinders into welded steel pipe liner, installing the new welded steel pipe liner, welding pipe liner joints, grouting the annular space between existing PCCP and new welded steel pipe liner, cement mortar lining, modifying pipeline appurtenant structures, removing a temporary bulkhead, traffic control, site restoration, and pipeline disinfection.

Progress to Date: 11%**Completed Project****COLORADO RIVER AQUEDUCT CONDUIT STRUCTURAL PROTECTION****Notice of Completion Recorded:** August 1, 2024**Prime Contractor:** Granite Construction Company**Contract Value:** \$8,656,568**Small Business Enterprise Goal:** 25%**Duration:** 340 working days

Project Scope: The project consists of work at multiple locations across approximately 60 miles, installing new reinforced concrete slab protection crossings over the CRA, crushed aggregate base pads, segmental concrete retaining walls, realigning dirt access roads, grading, drainage improvements, hydroseeding, signage, and performing all appurtenant work.

Location: San Bernardino and Riverside Counties**Progress to Date:** Completed**Final Local Worker Attainment:** 88.26%**Final Transitional Worker Attainment:** 27.98%



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