



Engineering & Operations Committee

Project Labor Agreement Implementation

Item 7-2

October 10, 2022

Project Labor Agreement Implementation

Current Action

- Authorize the General Manager to sign a Project Labor Agreement (PLA) with the Southern California trade councils and unions to cover select construction contracts within the Capital Investment Plan for a term of five years
- Authorize an agreement with Parsons Constructors, Inc. in an amount not to exceed \$5,750,000 to administer the PLA

Project Labor Agreement Implementation

Today's Agenda

- Overview of Project Labor Agreements
- Review Recent PLA Initiative Chronology
- March 2022 Board Action & Board-identified Guiding Principles
- PLA Terms
- PLA Administration Support

Project Labor Agreement Implementation

Overview of PLA Attributes and Chronology

- Collective bargaining agreement between unions & contractors
 - Labor harmony (no strikes or craft disputes)
 - Diversity, equity, & inclusion provisions
 - Union & non-union contractors required to use Union Contractors
 - Unions provide qualified & trained craft labor
 - Efficient contract dispute resolution procedures
- PLA Initiative Chronology
 - April & October 2021 Board presentations
 - March 2022 Board action

Project Labor Agreement Implementation

Board-identified Guiding Principles

- Address which projects will be covered by PLA
 - Ensure significant portion of CIP projects are covered
- Develop enhancements in PLA to protect Metropolitan's Business Outreach Program
- Engage pre-apprenticeship training centers in Metropolitan's service area to ensure diverse workforce pool
- Support involvement by apprenticeship programs
- Consider input from contractor organizations
- Set initial duration of PLA

Project Labor Agreement Implementation

PLA Terms - Covered Projects

- Specific list of 33 projects
 - Five-year projection of projects
 - Equates to more than 90% of CIP
- Includes Pure Water Southern California
 - All construction contracts in program will be covered
- Ability to add projects in future
 - Board & labor council approval
- Five-year term on initial PLA

PLA Terms – Workforce Development & Diversity

- Local Workers
 - 60% goal for employment of local workers
 - Metropolitan service area residents
 - Flexible & customizable first tier zip codes
- Transitional workers
 - Transitional worker definition
 - 15% goal for employment of transitional workers
 - One of highest transitional worker requirements in Southern California
- Workforce Development Benefits
 - Required use of Helmets to Hardhats program
 - Construction Career Pipeline Program
 - MC3 Apprenticeship Readiness Programs

PLA Terms – Use of Regional Pre-Apprenticeship Programs

Authorized Building Trades MC3 Apprenticeship Readiness Programs in Los Angeles & Orange Counties

Revise: April 2022 - Active MC3 ARP List

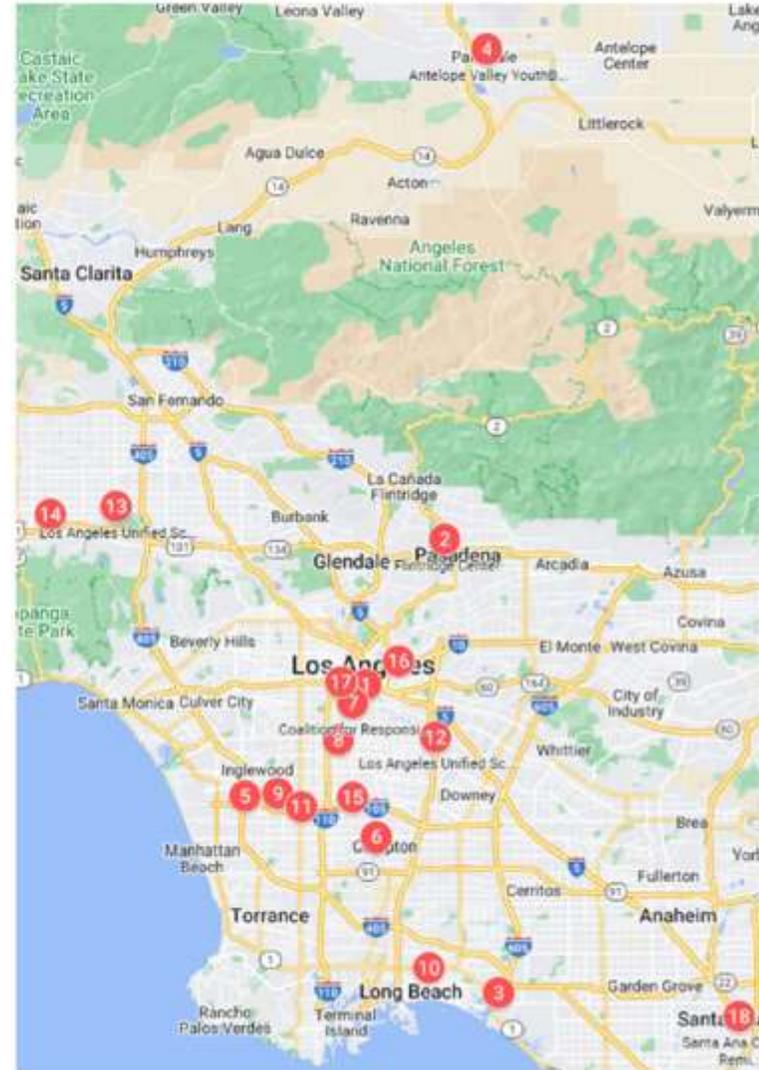
- 1 **Anti-Recidivism Coalition**
1320 East 7th Street, Suite 260, Los Angeles, CA 90021
(213) 955-5885; info@antirecidivism.org
- 2 **Flintridge Center**
236 W Mountain Street, #106, Pasadena, CA 91103
(626) 449-0839; info@flintridge.org
- 3 **Women in Non-Traditional Employment Roles (WINTER)**
690 Studebaker Road, Long Beach, CA 90803
(213) 749-3970; info@winter.org
- 4 **Antelope Valley YouthBuild**
38686 9th St. E, Palmdale, CA 93550
(661) 266-8900; lfleming@avyouthbuild.com
- 5 **Career Expansion, Inc.**
5021 Lennox Blvd., Lennox, CA 90304
(424) 210-2586; dave@careerexpansion.net;
apply@careerexpansion.net
- 6 **Compton YouthBuild**
1108 N. Cleander Ave., Compton, CA 90022
(310) 631-2000
- 7 **Coalition for Responsible Community Development (CRCDD)**
2415 S Central Ave, Los Angeles, CA 90011
(213) 743-6193; jguadron@coalitionrcd.org
- 8 **Five Keys Charter School**
5849 Crocker Street, Los Angeles, CA 90003
ChrisF@fivekeys.org; www.fivekeys.org
- 9 **Inglewood Unified School District: Morningside High School**
10500 S Yukon Avenue, Inglewood, CA 90303
(310) 680-5230
- 10 **Long Beach City College**
1305 East Pacific Coast Hwy, Long Beach, CA 90806
(562) 938-3248; wfdev@lbcc.edu; www.lbcctraining.com
- 11 **HireLAX - Los Angeles Southwest College**
1600 W Imperial Highway, Los Angeles, CA 90047
hirelax@lawsa.org

- 12 **Los Angeles Unified School District:
Richard N. Slawson Southeast Occupational Center**
5500 Rickenbacker Road, Bell, CA 90201
(323) 729-6400
- 13 **Los Angeles Unified School District:
Local District North West (High School Programs)**
6621 Balboa Boulevard, Van Nuys, CA 91406
(818) 654-3600; achieve.lausd.net/northwest
- 14 **Los Angeles Unified School District:
West Valley Occupational Center**
6200 Winnetka Avenue, Woodland Hills, CA 91367
(818) 346-3540
- 15 **Los Angeles Unified School District:
Maxine Waters Employment Preparation Center**
10925 S Central Avenue, Los Angeles, CA 90059
(323) 357-7700
- 16 **Los Angeles Unified School District:
East Los Angeles Occupational Center
& Los Angeles Mission College**
2100 Marengo Street, Los Angeles, CA 90033
(323) 224-5970
- 17 **Century High School / Santa Ana Unified School District**
1401 S Grand Avenue, Santa Ana, CA 92750
(714) 568-7000
- 18 **Santa Ana College Remington Center**
1325 E 4th Street, Santa Ana, CA 92701
(714) 565-2633; www.sac.edu/sce/cte

VIEW MAP ONLINE: [CLICK HERE](#)

For more information regarding any of the programs listed above, please contact:

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PLA Terms – Protections for Metropolitan’s SBE/DVBE Program

- Unique core employee flexibility for non-union SBEs/DVBEs
 - Core employee definition
 - Applies to micro-Small Businesses with 25 or less employees
 - Three core employees per craft
- The Parties are required to:
 - Participate in and support the enhancement of Metropolitan’s Business Outreach Program & MetWorks
 - Provide Metropolitan with lists of union SBEs/DVBEs for outreach with the objective of increasing the participation of union-signatory SBEs & DVBEs
 - Ensure the PLA is not a barrier to participation by SBEs/DVBEs
- Additional resources through the PLA administration team to support SBEs & DVBEs with PLA training & education

Project Labor Agreement Implementation

New Agreement with Parsons Constructors, Inc.

- Competitively selected under RFP 1309
- Scope of work
 - PLA administration
 - Record keeping & reporting assistance
 - PLA negotiations of any revised terms & conditions
 - Dispute resolution at lowest possible level
 - Business Outreach Program support
 - Training of SBE & Non-Union Contractors
 - Training for Metropolitan personnel
 - Bid document & local hiring area support
- NTE Amount: \$5,750,000
- SBE: 25%

Project Labor Agreement Implementation

Alternatives Considered

- PLA for all Metropolitan construction contracts
- PLA for construction contracts with minimum dollar threshold
- Staff to self-administer the PLA
- Selected alternative
 - Selected construction contracts covered by PLA
 - PLA administration led by consultant, with in-house staff oversight

Timeline for PLA Implementation



Board Options

- Option #1
 - a. Authorize the General Manager to sign a PLA with the trade councils of Los Angeles, Orange, Riverside, San Bernardino, San Diego Counties and the Tri-Counties and the signatory unions, and approve its use as a bid condition for select construction contracts within the Capital Investment Plan for a term of five years.
 - b. Authorize an agreement with Parsons Constructors, Inc. in an amount not to exceed \$5,750,000 to administer the PLA.
- Option #2

Do not proceed with implementing a PLA at this time.

Staff Recommendation

- Option #1

