



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

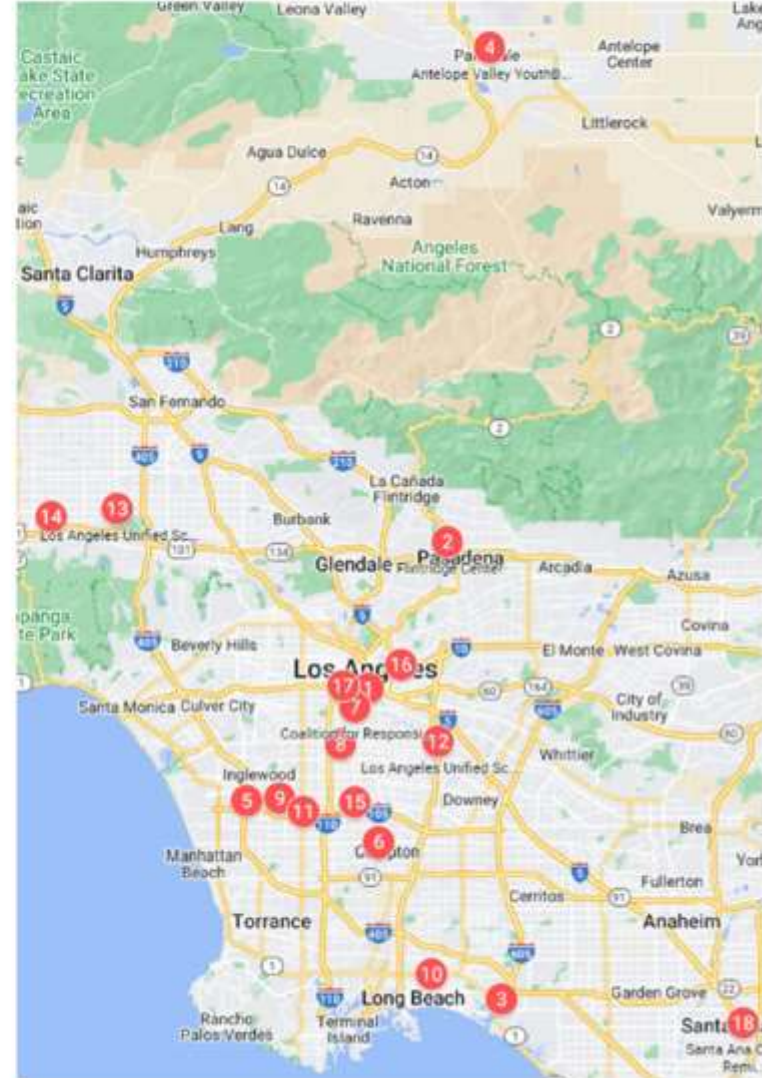
- 1 **Anti-Recidivism Coalition**  
1320 East 7th Street, Suite 260, Los Angeles, CA 90021  
(213) 955-5885; info@antirecidivism.org
- 2 **Flintridge Center**  
236 W Mountain Street, #106, Pasadena, CA 91103  
(626) 449-0839; info@flintridge.org
- 3 **Women in Non-Traditional Employment Roles (WINTER)**  
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. Oleander Ave., Compton, CA 90022  
(310) 631-2000
- 7 **Coalition for Responsible Community Development (CRCO)**  
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/sac/cte

VIEW MAP ONLINE: [CLICK HERE](#)

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

**Ben Garcia**  
Apprenticeship Readiness Coordinator  
Apprenticeship Readiness Fund  
Los Angeles/Orange County Building & Construction Trades Council  
AFL-CIO  
Cell: (213) 505-1016  
Email: Ben@laocmc3.org





# 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

