

PROJECT LABOR AGREEMENTS (PLAs)

Are They Fair and Beneficial?

Presentation Done By City of Los Angeles
Department of Public Works
Bureau of Contract Administration February 2010



**City of Los Angeles Department Of Public Works
PLA Projects (As of November 2009)**

Award Date	Project	Prime Contractor	Contract Amount	Percent Completion
1/5/2001	North Outfall Sewer – East Central Interceptor Sewer	Kenny Shea Traylor Frontier-Kemp JV	\$240,350,000	100%
6/5/2002	Northeast Interceptor Sewer	Traylor Shea Frontier-Kemper Kenny JV	\$162,158,760	100%
6/29/2005	Harbor Replacement Station and Jail	Pinner Construction	\$34,758,000	100%
12/23/2005	Metro Detention Center	Bernard Brothers	\$73,889,000	99.9%
3/29/2006	Hollenbeck Police Station	FTR International	\$31,100,000	100%
9/27/2006	Police Administration Building	Tutor Saliba	\$231,377,246	99.9%
10/2/2006	Fire Station 64	USS CalBuilders	\$11,985,000	99%
6/27/2007	Ave 45 and Arroyo Drive Relief Sewer	Buntich/Pacific, A Joint Venture	\$43,359,945	72%
11/7/2007	PAB Main Street Parking/Motor Transportation Division and AISO	S.J. Amoroso Construction	\$65,877,000	99.9%
4/28/2008	ATSAC North Hollywood Phase 1	Moore Electric	\$5,597,321	90%
5/2/2008	ATSAC Hyde Park East	Terno, Inc.	\$5,195,090	95%
9/10/2008	ATSAC Harbor Gateway Phase 1	J. Fletcher Creamer & Sons, Inc.	\$9,220,500	75%
9/15/2008	ATSAC North Hollywood Phase 2	KDC, Dynalectric	\$8,703,779	88%
12/8/2008	ATSAC Reseda Phase 1	J. Fletcher Creamer & Sons, Inc.	\$8,267,000	64%
8/19/2009	San Pedro ATSAC System	KDC, Dynalectric	\$7,333,027	0%
8/19/2009	ATSAC Coastal / West LA Transportation Improvement	CSI Electrical Contractors, Inc.	\$987,013	0%
10/9/2009	Platt Ranch ATSAC System	C.T.&F.	\$3,620,636	0%

• All Projects: \$943,779,317

Will PLAs Cost The City More?

ANSWER: No

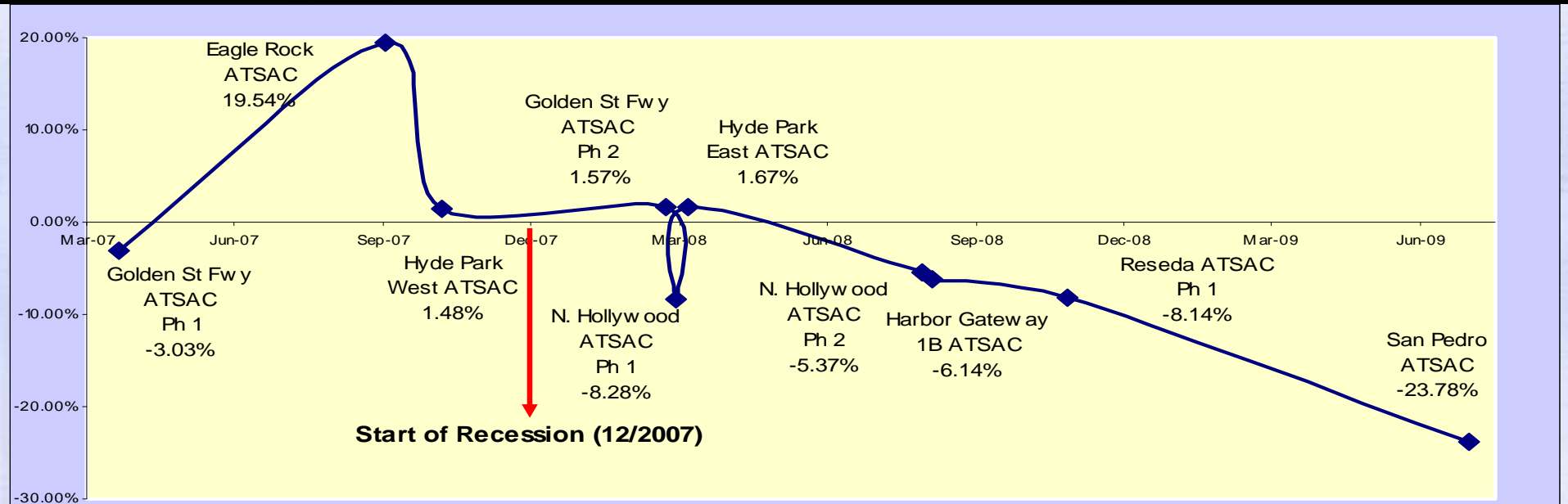
REASON

PLAs provide for orderly settlements of labor disputes and grievances without **STRIKES, LOCKOUTS or SLOWDOWNS** which assures for the efficient and timely completion of the public works project.

PLA Agreement



DO PLAs Cost More?



Bid Dates	PLA Project	Project Name	City Engineer's Bid Estimate	Awarded Contractor's Bid	% Difference Between Bid Estimate and Contractor's Bid
3/21/2007		Golden State Fwy Corridor ATSC Incl ATCS - Phase 1	\$6,682,400.00	\$6,479,900.00	-3.03%
9/5/2007		Eagle Rock ATSC	\$4,972,600.00	\$5,944,000.00	19.54%
10/10/2007		Hyde Park West ATSC	\$5,832,800.00	\$5,918,900.00	1.48%
2/27/2008		Golden State Freeway Corridor ATSC Including ATCS - Phase 2	\$9,962,500.00	\$10,119,300.00	1.57%
3/5/2008	✓	North Hollywood ATSC Phase 1	\$6,102,600.00	\$5,597,321.00	-8.28%
3/12/2008	✓	Hyde Park East ATSC	\$5,109,600.00	\$5,195,090.00	1.67%
8/6/2008	✓	North Hollywood ATSC Phase 2	\$9,197,500.00	\$8,703,779.00	-5.37%
8/13/2008	✓	Harbor Gateway 1B ATSC System	\$9,823,500.00	\$9,220,500.00	-6.14%
11/5/2008	✓	Reseda ATSC Phase 1	\$9,000,000.00	\$8,267,000.00	-8.14%
7/15/2009	✓	San Pedro ATSC	\$9,621,200.00	\$7,333,027.00	-23.78%


This table lists the various ATSC PLA projects that have been awarded during the past 2 fiscal years. The trend shows that after the PLA was implemented, the bids were for the most part awarded lower than the engineers' estimate. And on average, all bids submitted after the PLA were either closer or lower than the engineer's estimate compared to those prior to PLA. The bid amounts appear to be more of a function of the state of the industry.

Will PLAs Help Level The Playing Field For All Contractors?

ANSWER: Yes

REASON

All contractors are required to pay prevailing wage rates on all Public Works projects. **HOWEVER**, PLAs also require all contractors to sign a Letter of Assent which formally binds them to adhere to all the requirements and conditions of the PLA Agreement. Thus, Union and Non-Union contractors all abide by the same PLA rules and requirements.



California Labor Code

Article 3.3 of PLA Agreement

PLAs and Prevailing Wage

- **Sample Union Carpenter Wage**
 - Basic Rate \$31.71/hr
 - Health/Welfare \$3.95/hr
 - Pension \$1.11/hr
 - Vac/Holiday \$3.01/hr
 - Training \$0.40/hr
 - Carpenter Co-op \$0.21
 - Industry Advancement \$0.06
 - Management/Labor Trust \$0.06
 - Total \$40.51/hr
- **State Carpenter Prevailing Wage**
 - Basic Rate \$31.71
 - Health/Welfare \$3.95/hr
 - Pension \$1.11/hr
 - Vac/Holiday \$3.01/hr
 - Training \$0.40/hr
 - Other \$0.29/hr
 - Total \$40.47/hr

Hour for hour, a non-signatory contractor is only required to pay the State's Prevailing Wage rate. In the event the Union rate for the same craft is higher, a non-signatory contractor is not required to pay the higher Union rate.

Will PLAs Prevent Non-Union Contractors From Using Their Own Work Crews?

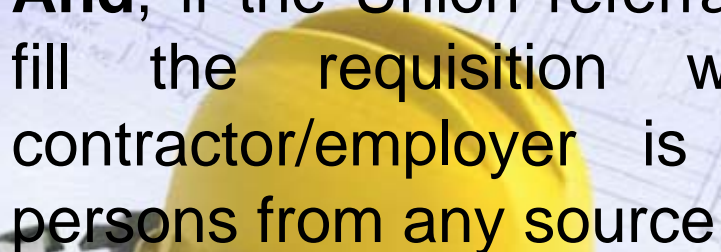
ANSWER: No...And

REASON

Currently contractors can employ one 'core' employee to one hiring hall employee of the affected craft until ten such 'core' employees have been hired. Thereafter all additional employees shall be hired from the hiring hall list.

Article 7.1.1

And, if the Union referral facilities are unable to fill the requisition within 48 hours, the contractor/employer is free to obtain work persons from any source.



Article 7.1.1

Will PLAs Cost More For Non-Union Contractors?

ANSWER: Possibly...But...However	REASON
Possibly in instances when the Non-Union contractor provides benefits to workers. All contractors are required to comply with paying all fringe benefits to the Unions' 3 rd party trust and in some instances, the craft unions may require monthly working dues and any non-initiation fees as it applies to their signatory members.	Article 4 of PLA
But: 1) All workers become “members” of the Union’s bargaining unit and enjoy the same benefits (when they become eligible) and protection as union workers while on the project; 2) Non-union contractors have access to the Union’s skilled workforce as well as their apprentices.	Article 4 of PLA

However...

Random Survey of 13 Public Works Construction Projects

Benefits Provided By Contractors and/or Subcontractors

Summary

13 Various Public Works projects ranging from Police Building, Animal Shelter, Street & Road Widening, Sewer Projects, Treatment Plant Battery Modifications, Library, Fire Station, Street Lighting, and Automated Traffic System.

Only 9 of 73 non-union contractors (prime or sub) offered some form of benefit(s) (i.e. health, vacation or pension).

***Information based on submitted Fringe Benefit Statements (FBS). FBS are submitted by contractors with their certified payrolls. The statement provides an itemization of the benefits, amount, and organization to whom benefits are paid.**

Union and Non-Union Subcontractors***

Street Widening \$26,803,069.00

Union		Benefits Offered	Non-Union		Benefits Offered
1	Prime	<input checked="" type="checkbox"/>	1	Subcontractor 12	<input type="checkbox"/>
2	Subcontractor 1	<input checked="" type="checkbox"/>	2	Subcontractor 13*	<input checked="" type="checkbox"/>
3	Subcontractor 2	<input checked="" type="checkbox"/>	3		<input type="checkbox"/>
4	Subcontractor 3	<input checked="" type="checkbox"/>	4		<input type="checkbox"/>
5	Subcontractor 4	<input checked="" type="checkbox"/>	5		<input type="checkbox"/>
6	Subcontractor 5	<input checked="" type="checkbox"/>	6		<input type="checkbox"/>
7	Subcontractor 6	<input checked="" type="checkbox"/>	7		<input type="checkbox"/>
8	Subcontractor 7	<input checked="" type="checkbox"/>	8		<input type="checkbox"/>
9	Subcontractor 8	<input checked="" type="checkbox"/>	9		<input type="checkbox"/>
10	Subcontractor 9	<input checked="" type="checkbox"/>	10		<input type="checkbox"/>
11	Subcontractor 10	<input checked="" type="checkbox"/>	11		<input type="checkbox"/>
			*	H& W Blue Shield; Pension- 401K-Franklin Templeton	<input type="checkbox"/>

AIR TREATMENT FACILITY \$13,385,862.06

Union		Benefits Offered	Non-Union		Benefits Offered
1	Prime*	<input checked="" type="checkbox"/>	1	Subcontractor 7	<input type="checkbox"/>
2	Subcontractor 1	<input checked="" type="checkbox"/>	2	Subcontractor 8	<input type="checkbox"/>
3	Subcontractor 2	<input checked="" type="checkbox"/>	3	Subcontractor 9*	<input type="checkbox"/>
4	Subcontractor 3	<input checked="" type="checkbox"/>			<input type="checkbox"/>
5	Subcontractor 4	<input checked="" type="checkbox"/>			
6	Subcontractor 5	<input checked="" type="checkbox"/>			
7	Subcontractor 6	<input checked="" type="checkbox"/>			
8		<input type="checkbox"/>			
9		<input type="checkbox"/>			
10		<input type="checkbox"/>			
11		<input type="checkbox"/>			
12		<input type="checkbox"/>			
13		<input type="checkbox"/>			
14		<input type="checkbox"/>			
*	Benefits paid to Carpenters, Laborers		*	Benefits paid in cash to electricians	

Union and Non-Union Subcontractors***

Neighborhood City Hall \$9,994,000.00					
Union		Benefits Offered	Non-Union		Benefits Offered
1	Prime	<input checked="" type="checkbox"/>	1	Subcontractor 18	<input type="checkbox"/>
2	Subcontractor 1	<input checked="" type="checkbox"/>			<input type="checkbox"/>
3	Subcontractor 2	<input checked="" type="checkbox"/>			<input type="checkbox"/>
4	Subcontractor 3	<input checked="" type="checkbox"/>			<input type="checkbox"/>
5	Subcontractor 4	<input checked="" type="checkbox"/>			<input type="checkbox"/>
6	Subcontractor 5	<input checked="" type="checkbox"/>			<input type="checkbox"/>
7	Subcontractor 6	<input checked="" type="checkbox"/>			<input type="checkbox"/>
8	Subcontractor 7	<input checked="" type="checkbox"/>			<input type="checkbox"/>
9	Subcontractor 8	<input checked="" type="checkbox"/>			<input type="checkbox"/>
10	Subcontractor 9	<input checked="" type="checkbox"/>			<input type="checkbox"/>
11	Subcontractor 10	<input checked="" type="checkbox"/>			<input type="checkbox"/>
12	Subcontractor 11	<input checked="" type="checkbox"/>			<input type="checkbox"/>
13	Subcontractor 12	<input checked="" type="checkbox"/>			<input type="checkbox"/>
14	Subcontractor 13	<input checked="" type="checkbox"/>			<input type="checkbox"/>
15	Subcontractor 14	<input checked="" type="checkbox"/>			<input type="checkbox"/>
16	Subcontractor 15	<input checked="" type="checkbox"/>			<input type="checkbox"/>
17	Subcontractor 16	<input checked="" type="checkbox"/>			<input type="checkbox"/>
18	Subcontractor 17	<input checked="" type="checkbox"/>			<input type="checkbox"/>

PRIMARY BATTERY MODIFICATIONS \$31,171,000.00					
Union		Benefits Offered	Non-Union		Benefits Offered
1	Prime	<input checked="" type="checkbox"/>	1	Subcontractor 8	<input type="checkbox"/>
2	Subcontractor 1	<input checked="" type="checkbox"/>	2	Subcontractor 9*	<input checked="" type="checkbox"/>
3	Subcontractor 2	<input checked="" type="checkbox"/>	3		<input type="checkbox"/>
4	Subcontractor 3	<input checked="" type="checkbox"/>	4		<input type="checkbox"/>
5	Subcontractor 4	<input checked="" type="checkbox"/>	5		<input type="checkbox"/>
6	Subcontractor 5	<input checked="" type="checkbox"/>	6		<input type="checkbox"/>
7	Subcontractor 6	<input checked="" type="checkbox"/>	7		<input type="checkbox"/>
8	Subcontractor 7	<input checked="" type="checkbox"/>	8		<input type="checkbox"/>
		<input type="checkbox"/>		*HW \$4.16 Anthem Blue Cross	<input type="checkbox"/>
				*Vacation \$1.99 Paid to worker	<input type="checkbox"/>
				*Pension \$5.25 Great Western	<input type="checkbox"/>

Union and Non-Union Subcontractors***

Branch Library \$11,276,000.00					
Union		Benefits Offered	Non-Union		Benefits Offered
1	Subcontractor 1	<input checked="" type="checkbox"/>		Prime	<input type="checkbox"/>
2	Subcontractor 2	<input checked="" type="checkbox"/>		Subcontractor 18	<input type="checkbox"/>
3	Subcontractor 3	<input checked="" type="checkbox"/>		Subcontractor 19	<input type="checkbox"/>
4	Subcontractor 4	<input checked="" type="checkbox"/>		Subcontractor 20	<input type="checkbox"/>
5	Subcontractor 5	<input checked="" type="checkbox"/>		Subcontractor 21	<input type="checkbox"/>
6	Subcontractor 6	<input checked="" type="checkbox"/>		Subcontractor 22	<input type="checkbox"/>
7	Subcontractor 7	<input checked="" type="checkbox"/>		Subcontractor 23	<input type="checkbox"/>
8	Subcontractor 8	<input checked="" type="checkbox"/>		Subcontractor 24	<input type="checkbox"/>
9	Subcontractor 9	<input checked="" type="checkbox"/>		Subcontractor 25	<input type="checkbox"/>
10	Subcontractor 10	<input checked="" type="checkbox"/>		Subcontractor 26*	<input checked="" type="checkbox"/>
11	Subcontractor 11	<input checked="" type="checkbox"/>		Subcontractor 27	<input type="checkbox"/>
12	Subcontractor 12	<input checked="" type="checkbox"/>			<input type="checkbox"/>
13	Subcontractor 13	<input checked="" type="checkbox"/>			<input type="checkbox"/>
14	Subcontractor 14	<input checked="" type="checkbox"/>			<input type="checkbox"/>
15	Subcontractor 15	<input checked="" type="checkbox"/>			<input type="checkbox"/>
16	Subcontractor 16	<input checked="" type="checkbox"/>			<input type="checkbox"/>
17	Subcontractor 17	<input checked="" type="checkbox"/>			<input type="checkbox"/>
				* Health - Pacific Care	<input type="checkbox"/>

Refurbishment of Building and Grounds \$1,696,155.00

Union		Benefits Offered	Non-Union		Benefits Offered
1		<input type="checkbox"/>	1	Prime	<input type="checkbox"/>
2		<input type="checkbox"/>	2	Subcontractor 1	<input type="checkbox"/>
3		<input type="checkbox"/>	3	Subcontractor 2	<input type="checkbox"/>
4		<input type="checkbox"/>	4	Subcontractor 3	<input type="checkbox"/>
5		<input type="checkbox"/>	5	Subcontractor 4	<input type="checkbox"/>
6		<input type="checkbox"/>	6	Subcontractor 5	<input type="checkbox"/>
7		<input type="checkbox"/>	7		<input type="checkbox"/>

Union and Non-Union Subcontractors***

FIRE STATION \$11,940,000.00					
Union		Benefits Offered	Non-Union		Benefits Offered
1	Subcontractor 1	<input checked="" type="checkbox"/>	1	Subcontractor 13	<input type="checkbox"/>
2	Subcontractor 2	<input checked="" type="checkbox"/>	2	Subcontractor 14	<input type="checkbox"/>
3	Subcontractor 3	<input checked="" type="checkbox"/>	3	Subcontractor 15	<input checked="" type="checkbox"/>
4	Subcontractor 4	<input checked="" type="checkbox"/>	4	Subcontractor 16	<input type="checkbox"/>
5	Subcontractor 5	<input checked="" type="checkbox"/>	5	Subcontractor 17	<input type="checkbox"/>
6	Subcontractor 6	<input checked="" type="checkbox"/>	6	Subcontractor 18	<input type="checkbox"/>
7	Subcontractor 7	<input checked="" type="checkbox"/>	7	Subcontractor 19	<input type="checkbox"/>
8	Subcontractor 8	<input checked="" type="checkbox"/>	8	Subcontractor 20	<input type="checkbox"/>
9	Subcontractor 9	<input checked="" type="checkbox"/>	9	Subcontractor 21	<input type="checkbox"/>
10	Subcontractor 10	<input checked="" type="checkbox"/>	10	Subcontractor 22	<input type="checkbox"/>
11	Subcontractor 11	<input checked="" type="checkbox"/>	11	**Prime	<input checked="" type="checkbox"/>
12	Subcontractor 12	<input checked="" type="checkbox"/>	12	Subcontractor 23	<input type="checkbox"/>
			13	Subcontractor 24	<input type="checkbox"/>
			14	Subcontractor 25	<input checked="" type="checkbox"/>
				* operating engineers pd to trust;others -cash	
				** option to join 401 K and medical	

Street Sewer Repair \$4,822,887					
Union		Benefits Offered	Non-Union		Benefits Offered
1	Prime	<input checked="" type="checkbox"/>	1	Subcontractor 5	<input checked="" type="checkbox"/>
2	Subcontractor 1	<input checked="" type="checkbox"/>	2	Subcontractor 6	<input checked="" type="checkbox"/>
3	Subcontractor 2	<input checked="" type="checkbox"/>	3	Subcontractor 7	<input type="checkbox"/>
4	Subcontractor 3	<input checked="" type="checkbox"/>			<input type="checkbox"/>
5	Subcontractor 4	<input checked="" type="checkbox"/>			<input type="checkbox"/>
		<input type="checkbox"/>			<input type="checkbox"/>

Union and Non-Union Subcontractors***

Street Lighting Project \$2,740,099.22					
Union		Benefits Offered <input type="checkbox"/>	Non-Union		Benefits Offered <input type="checkbox"/>
1	Prime	<input checked="" type="checkbox"/>	1		<input type="checkbox"/>
2	Subcontractor 1	<input checked="" type="checkbox"/>	2		<input type="checkbox"/>
3	Subcontractor 2	<input checked="" type="checkbox"/>	3		<input type="checkbox"/>
4	Subcontractor 3	<input checked="" type="checkbox"/>	4		<input type="checkbox"/>
		<input type="checkbox"/>			<input type="checkbox"/>

Street Sewer Repair Project 2 \$1,839,849.00					
Union		Benefits Offered	Non-Union		Benefits Offered
1	Prime	<input checked="" type="checkbox"/>	1	Subcontractor 3	<input checked="" type="checkbox"/>
2	Subcontractor 1	<input checked="" type="checkbox"/>	2	Subcontractor 4	<input type="checkbox"/>
		<input type="checkbox"/>			<input type="checkbox"/>
		<input type="checkbox"/>			<input type="checkbox"/>
		<input type="checkbox"/>			<input type="checkbox"/>

ATSAC Project \$10,119,300					
Union		Benefits Offered	Non-Union		Benefits Offered
1	Prime	<input checked="" type="checkbox"/>	1	Subcontractor 8	<input type="checkbox"/>
2	Subcontractor 1	<input checked="" type="checkbox"/>			<input type="checkbox"/>
3	Subcontractor 2	<input checked="" type="checkbox"/>			<input type="checkbox"/>
4	Subcontractor 3	<input checked="" type="checkbox"/>			<input type="checkbox"/>
5	Subcontractor 4	<input checked="" type="checkbox"/>			
6	Subcontractor 5	<input checked="" type="checkbox"/>			
7	Subcontractor 6	<input checked="" type="checkbox"/>			
8	Subcontractor 7	<input checked="" type="checkbox"/>			

Union and Non-Union Subcontractors***

Animal Services Center \$11,805,000

	Union	Benefits Offered		Non-Union	Benefits Offered
1	Subcontractor 1	<input checked="" type="checkbox"/>		Prime	<input type="checkbox"/>
2	Subcontractor 2	<input checked="" type="checkbox"/>		Subcontractor 18	<input type="checkbox"/>
3	Subcontractor 3	<input checked="" type="checkbox"/>		Subcontractor 19	<input type="checkbox"/>
4	Subcontractor 4	<input checked="" type="checkbox"/>		Subcontractor 20	<input type="checkbox"/>
5	Subcontractor 5	<input checked="" type="checkbox"/>		Subcontractor 21	<input type="checkbox"/>
6	Subcontractor 6	<input checked="" type="checkbox"/>		Subcontractor 22	<input type="checkbox"/>
7	Subcontractor 7	<input checked="" type="checkbox"/>		Subcontractor 23	<input type="checkbox"/>
8	Subcontractor 8	<input checked="" type="checkbox"/>		Subcontractor 24	<input type="checkbox"/>
9	Subcontractor 9	<input checked="" type="checkbox"/>		Subcontractor 25	<input type="checkbox"/>
10	Subcontractor 10	<input checked="" type="checkbox"/>		Subcontractor 26	<input type="checkbox"/>
11	Subcontractor 11	<input checked="" type="checkbox"/>		Subcontractor 27	<input type="checkbox"/>
12	Subcontractor 12	<input checked="" type="checkbox"/>		Subcontractor 28	<input type="checkbox"/>
13	Subcontractor 13	<input checked="" type="checkbox"/>		Subcontractor 29	<input type="checkbox"/>
14	Subcontractor 14	<input checked="" type="checkbox"/>		Subcontractor 30	<input type="checkbox"/>
15	Subcontractor 15	<input checked="" type="checkbox"/>		Subcontractor 31	<input type="checkbox"/>
16	Subcontractor 16	<input checked="" type="checkbox"/>		Subcontractor 32	<input type="checkbox"/>
17	Subcontractor 17	<input checked="" type="checkbox"/>		Subcontractor 33	<input type="checkbox"/>
				Subcontractor 34	<input type="checkbox"/>
				Subcontractor 35	<input type="checkbox"/>
				Subcontractor 36	<input type="checkbox"/>
				Subcontractor 37	<input type="checkbox"/>
				Subcontractor 38	<input type="checkbox"/>
				Subcontractor 39	<input type="checkbox"/>



Union and Non-Union Subcontractors***

Los Angeles Police Station \$28,887,000

Union		Benefits Offered	Non-Union	Benefits Offered
1	Prime	<input checked="" type="checkbox"/>	Subcontractor 16.*	<input checked="" type="checkbox"/>
2	Subcontractor 1	<input checked="" type="checkbox"/>	Subcontractor 17	<input type="checkbox"/>
3	Subcontractor 2	<input checked="" type="checkbox"/>	Subcontractor 18	<input type="checkbox"/>
4	Subcontractor 3	<input checked="" type="checkbox"/>	Subcontractor 19	<input type="checkbox"/>
5	Subcontractor 4	<input checked="" type="checkbox"/>		<input type="checkbox"/>
6	Subcontractor 5	<input checked="" type="checkbox"/>		<input type="checkbox"/>
7	Subcontractor 6	<input checked="" type="checkbox"/>		<input type="checkbox"/>
8	Subcontractor 7	<input checked="" type="checkbox"/>		<input type="checkbox"/>
9	Subcontractor 8	<input checked="" type="checkbox"/>		<input type="checkbox"/>
10	Subcontractor 9	<input checked="" type="checkbox"/>		<input type="checkbox"/>
11	Subcontractor 10	<input checked="" type="checkbox"/>		<input type="checkbox"/>
12	Subcontractor 11	<input checked="" type="checkbox"/>		<input type="checkbox"/>
13	Subcontractor 12	<input checked="" type="checkbox"/>		<input type="checkbox"/>
14	Subcontractor 13	<input checked="" type="checkbox"/>		<input type="checkbox"/>
15	Subcontractor 14	<input checked="" type="checkbox"/>		<input type="checkbox"/>
16	Subcontractor 15	<input checked="" type="checkbox"/>	*Health Benefit Provided	<input type="checkbox"/>

***NOTE: Based on Fringe Benefit Statements submitted by the contractor at the time of submission of Certified Payrolls.

Will PLAs Help The City's Local Hire Goals?

ANSWER: Yes

REASON

The Unions, as the referral agent of record pledged, to exert their best efforts to recruit, identify and assist individuals, particularly residents of the City as well as those referred by the City's Job Coordinator or City Work Source System for entrance into a joint labor/management apprenticeship program which can lead to a well-paying career in the construction industry.

Article 7.4



Will The City of Los Angeles PLAs Be Fair?

- 1. The City does not distinguish whether a contractor is Union or Non-Union in awarding projects with PLA requirements nor for that matter any other City construction project.**
- 2. The City awards contracts based on bids submitted and the qualification of the prime bidder.**



Will PLAs Benefit the City in Other Ways?

ANSWER: Yes

REASON

All contractors are subscribed to a craft union for the time they are working on a covered PLA project. These subscription agreements make it more difficult for any contractor to not pay at least the prevailing wage rate. The craft unions assist in the monitoring of PLA projects for proper fringe benefit contributions to their 3rd party trust fund.

Article 4 of
PLA



City of Los Angeles Department of Public Works PLA Cited Language

- Article 3.3 “At the time that any Contractor/Employer/Owner Operator enters into a subcontract providing for the performance of a construction contract, the Contractor/Employer/Owner Operator shall provide a copy of this Agreement to said subcontractor and shall require the subcontractor as part of accepting the award of a construction subcontract to agree in writing in the form of a Letter of Assent to be bound by each and every provision of this Agreement prior to commencement of work.”
- Article 4.1 “During the existence of this Agreement, there shall be no strike, sympathy strike, picketing, hand billing, slowdown, withholding of work, refusal to work, lockout, sickout, walk-off, sit-down, stand-in, wobble, boycott, or other work stoppage, disruption, advising the public that a labor dispute exists, or other impairment of any kind for any reason by the Unions or employees employed on the Project, at the job site of the Project, or at any other facility of the City because of a dispute on this Project.”

City of Los Angeles Department of Public Works PLA Cited Language

- Article 7.1 “The Union(s) shall be the primary source of all craft labor employed on the Project. However, in the event that a Contractor/Employer has his/her own core workforce, and wishes to employ such core employees to perform covered work, the Contractor shall employ such core workers in accord with the provisions of this Article VII (in part)
- Article 7.1.1 “...The number of core employees on this Project shall be governed by the following procedure: one “core” employee shall be selected and one employee from the hiring hall of the affected trade or craft and this process shall repeat until such Contractor/Employer has hired ten such core employees for that craft, whichever occurs first.” (in part)
- Article 7.4 “...In recognition of the fact that the communities closest to the Project will be impacted by the construction of the Project, the parties agree to support the development of increased numbers of construction workers from residents of these communities.” (in part)

