

Project Labor Agreement for County Construction Projects

The County Agencies and Commissions are moving full speed ahead in implementing the Local and Targeted Worker Hire policy passed by the Board of Supervisors (Board) September 6, 2016, and the official policy's procedures and guidance will be completed in the very near future. At this time, we have the opportunity to bring in partners, extend the policy's reach, and strengthen our ability to support continued career pathways and entrepreneurialism in the local construction industry. The Building and Construction Trades unions have entered into Project Labor Agreements with numerous public and private agencies across the County and the nation. The Trades recently extended their highly successful Agreement with Metro. One of the most significant benefits of these partnerships is the Trades' commitment to support Targeted Workers from their first interest in a construction job through their years of Apprenticeship training and ultimately through regular dispatch to construction projects leading to a lifelong career in the construction industry. Many of these Apprentices even go on to start their own construction firms and their entrepreneurial efforts enrich our community in multiple ways. The Trades begin by partnering with Social Enterprises, CBOs, Community Colleges, and Adult Schools to recruit Local Residents and Targeted Worker to complete the Multi-Craft Core Curriculum (MC3) recognized as best practice in the field by the US Department of Labor. Upon

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MOTION

SOLIS _____

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completion of the MC3, students can decide if the Trades are right for them and get connected with specific Apprenticeship programs. The Trades also work with America's Job Centers of California (AJCCs) across the County workforce development system to insure that workers are able to effectively utilize all the supportive services available to make them successful candidates for a construction job. Through this kind of lifelong commitment, the Trades are also a dependable partner for supplying highly skilled workers regardless of their background. Through a Project Labor Agreement, the Trades are able to dispatch skilled workers to construction projects based on Local Resident or Targeted Worker criteria, something they would not be able to do without an Agreement in place. A partnership with the Trades is an opportunity to strengthen our workforce development system, and increase the pool of qualified Local Residents and Targeted Workers ready to work on County and other public and private sector projects.

WE THEREFORE MOVE THAT THE BOARD OF SUPERVISORS:

1. Direct the Chief Executive Officer (CEO), County Counsel, and the Director of Public Works to engage representatives of the Los Angeles / Orange Counties Building and Construction Trades Council (Trades), the construction contractor and private developer community, and other potentially affected community, education, Social Enterprise, and government agency stakeholders, to discuss the terms of a possible comprehensive Project Labor Agreement (Agreement) that shall be applicable to all impacted Departments, Commissions, and Agencies delivering County capital and construction projects and economic and housing development projects on County-owned property;
2. Direct the CEO, County Counsel, and the Director of Public Works to work with Workforce Development, Aging, and Community Services (WDACS) in the process of developing proposed terms for such an Agreement to support workforce development partnership between the Trades and the America's Job Centers of California (AJCCs) affiliated with the County's Workforce Development

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Board and the other Workforce Development Boards and job centers throughout the County, including:

- a) Registration of Local and Targeted Workers in the regional workforce development system;
 - b) Partnership with certified Social Enterprises, local community-based organizations (CBOs), and local educational institutions, including but not limited to utilizing the Trades Multi-Craft Core Curriculum (MC3) in pre-apprenticeship readiness programs;
 - c) Partnership with Trades to expand the number of providers of these MC3 pre-apprenticeship programs to provide increased access to all Local Residents and Targeted Workers across Los Angeles County;
3. Direct the CEO, County Counsel, and the Director of Public Works to work with the Department of Consumer and Business Affairs (DCBA) in the process of developing proposed terms for such an Agreement to support the Trades to outreach and educate certified Local Small Business Enterprises (LSBEs), Disabled Veteran Business Enterprises (DVBES), and Social Enterprises (SEs) seeking to access contracts for projects covered under the Agreement on how to work with the Trades, certify as Social Enterprises, and increase their readiness to contract on projects covered under such an Agreement;
 4. Direct the CEO, County Counsel, and the Director of Public Works to work with the Community Development Commission (CDC) in the process of developing proposed terms for such an Agreement to support the Trades to outreach and educate the affordable housing developer community seeking to access contracts for projects covered under the Agreement on how to work with the Trades and increase their readiness to contract on projects covered under such as Agreement; and
 5. Direct the CEO, County Counsel, and the Director of Public Works to return to the

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Board within 45 days with the results of discussions with stakeholders and recommendations on the thresholds and feasibility as well as terms and conditions of a Project Labor Agreement applicable to all Departments, Commissions, and Agencies delivering County capital and construction projects and economic and housing development projects on County property. Thresholds should start for projects with a budget greater than \$2.5 million.

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