

MOTION BY SUPERVISORS KATHRYN BARGER
AND JANICE HAHN

FEBRUARY 28, 2023

EXECUTING THE FIRST COUNTYWIDE COMMUNITY WORKFORCE AGREEMENT

On January 10, 2023, the Los Angeles County Board of Supervisors (Board) unanimously approved a motion by Supervisors Kathryn Barger and Janice Hahn, directing the Chief Executive Office (CEO) to complete negotiations with the Los Angeles/Orange Counties Building Trades Council (Trades Council) on a Countywide Community Workforce Agreement (CWA) and return to the Board in writing in 30 days with a final CWA.

The motion laid out parameters for inclusion of various provisions in the final agreement. The CEO, in consultation with County Counsel, subsequently completed negotiations with the Trades Council and on February 17, 2023, provided a Board Report that outlined the tentative agreement, inclusive of key provisions including:

- The Countywide CWA will be effective for a period of five years.
- Covered Projects will have a minimum of \$5 million construction contract value to be included in the Countywide CWA.
- Projects that are less than \$5 million construction contract value, projects delivered via Job Order Contract (JOC), and supportive, interim, and/or affordable housing projects are to be excluded from the Countywide CWA.
- The Countywide CWA incorporates the County's Local and Targeted Worker Hiring Policy (LTWHP) so that the unions are required to provide the contractors on a Covered Project sufficient qualified local and targeted workers to meet the LTWHP requirements established by the Board.
- Local Small Business Enterprise (LSBE), Social Enterprise (SE), and Disabled Veteran Business Enterprise (DVBE) sub-contractors with contracts of \$50,000 or less are exempt from the provisions of the Countywide CWA if employed on a Countywide CWA eligible project.

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MOTION

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- The Countywide CWA includes provisions precluding labor actions or disruptions of the work associated with the scope of the contracts for proposed projects. In addition, the Countywide CWA states that the unions agree not to disrupt other work, which is related to the project, but is not part of the proposed construction contract, as well as specialty items of work like the installation of certain medical equipment.
- The Countywide CWA includes enhanced provisions to reflect the County's Policy of Equity and strong anti-harassment language.
- The Countywide CWA includes enhanced work opportunities for the following programs:
 - Enhanced Helmets-to-Hard Hats requirements.
 - Veteran's outreach and employment.
 - Partnership with Multi-Craft Core Curriculum (MC3) to promote the hiring of MC3 Graduates;
 - LSBE, DVBE, and SE outreach; and
 - Women in Trades Advisory Council to develop and implement strategies to recruit, train, and place women on construction jobs;
- Under the Countywide CWA, all parties are encouraged to increase work opportunities for those seeking to enter the construction industry.
- The framework for a robust construction career apprenticeship pathways program for local and targeted workers in partnership with the Department of Economic Opportunity and the MC3 Apprenticeship Readiness Programs is established in the Countywide CWA Article 19.
- Contractors must pay the most recently adopted and published prevailing wage determination by the State of California, Department of Industrial Relations, in effect at the time the work is performed. Contributions for fringe benefits must be made to the union benefit trust funds on behalf of all workers covered by the Countywide CWA.

In addition, the February 17, 2023 report recommended that the Board of Supervisors amend the Countywide Local and Targeted Worker Hiring Policy (LTWHP) to incorporate MC3 graduates as a method for continuing to increase diversity and targeted worker inclusion within the local construction workforce, especially for women and people of color.

The implementation of a Countywide CWA will also increase the need for impacted County Departments to provide adequate program oversight, along with project specific requirements. These oversight functions will require additional resources to ensure that the CWA can be successfully administered.

The County of Los Angeles initiated efforts on establishing Project Labor Agreements with the Building Trades in March 2017 and has continued to support pursuit of partnership with the Trades Council to ensure that County projects and priorities are aligned with strong union partners to not only deliver projects, but provide well-paying careers and career paths for County residents.

WE, THEREFORE MOVE that the Board of Supervisors:

1. Direct the Chief Executive Officer or her designee to execute all necessary documents for the implementation of the Countywide Community Workforce Agreement with the Los Angeles/Orange Counties Building Trades Council, as outlined in the February 17, 2023 Chief Executive Office Board Report.
2. Direct the Chief Executive Officer to immediately modify the current Local and Targeted Worker Policy as follows: Add MC3 program graduates to the existing categories of Targeted Workers.
3. Direct the Director of the Department of Public Works, in consultation with the Chief Executive Office, to report back in writing in 90 days with an analysis of resources required to successfully administer the Countywide Community Workforce Agreement.

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KB: aso