



CITY OF LONG BEACH

PROJECT LABOR AGREEMENT FACT SHEET

CITY OF LONG BEACH
562-570-6200

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www.longbeach.gov

WHAT IS THE PROJECT LABOR AGREEMENT?

The PLA is an agreement between the City of Long Beach and the Los Angeles/Orange County Building and Construction Trades Council, its affiliated local unions and the Southwest Regional Council of Carpenters that sets the terms and conditions on applicable projects.

A Citywide PLA was approved by the City Council on April 7, 2015 for a duration of five years. It is applicable to all covered projects with a contract value of more than \$500,000. The intent of the PLA is to promote opportunities for the local Long Beach community (local hire) on local capital construction projects.

WHAT ARE THE PLA LOCAL HIRING REQUIREMENTS?

All contractors and subcontractors working on City of Long Beach PLA covered projects are required to comply with the Local Hire requirements.

The City of Long Beach's PLA establishes a goal that 40% of the total work hours shall be from workers residing: first, in specified first tier zip codes which include all of the City of Long Beach, second, in second tier zip codes which reflect the Gateway Cities, and third, residing within the counties of Orange and Los Angeles.

Updated as of August 16, 2016

WHAT ARE THE DISADVANTAGED & VETERAN HIRING REQUIREMENTS?

The City of Long Beach's PLA establishes a goal that 10% of the total work hours be performed by disadvantaged residents and veterans.

"Disadvantaged Worker" means an individual whose income as an unrelated individual or whose family income is below seventy percent (70%) of the Lower Living Standard Income Level as determined and published by the United States Department of Labor applicable to the area in which the individual resides, and as verified by Pacific Gateway Workforce Investment Network.

HELMETS TO HARDHATS

The City of Long Beach's PLA requires the contractors to coordinate with Helmets to Hardhats to create career opportunities for veterans interested in working on City of Long Beach PLA projects.

PRE-APPRENTICE REFFERAL PROGRAMS

The City of Long Beach's PLA requires contractors to work with designated pre-apprenticeship City organizations including the City's Construction Apprenticeship Program (CAP), the Long Beach Unified School District's Architecture, Construction and Engineering Academy (ACE), or the construction trades pre-apprenticeship training program and construction courses sponsored by Long Beach City College to in-

LOCAL WORKER PARTNERS & PRE-APPRENTICESHIP PARTNERS



City of Long Beach, Courthouse Demolition Project

Pacific Gateway

3447 Atlantic Avenue
Long Beach, CA 90807
800-292-7200
www.pacific-gateway.org

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LONG BEACH CITY COLLEGE

Construction
Pre-Apprenticeship Training
1305 E. Pacific Coast Highway
Long Beach, CA 90806
562-938-3248
WFDEV@lbcc.edu

PARSONS
CITY OF LONG BEACH
PLA Administrators



PRIME CONTRACTOR & SUBCONTRACTOR FAQ:

CAN NON-UNION PRIME CONTRACTORS OR SUBCONTRACTORS WORK ON CITY OF LONG BEACH PLA-COVERED PROJECTS?

Yes, non-union prime contractors and subcontractors can work on the City of Long Beach's PLA-covered projects. As a requirement, the PLA, Article 2, Section 2.8 (b) requires all non-union prime contractors and subcontractors to sign a **subscription agreement** with the appropriate local union covering the work performed for the applicable project only. Additionally all prime contractors and subcontractors must sign a **Letter of Assent** which means they agree to the terms and conditions of the PLA.

WILL PRIME CONTRACTORS OR SUBCONTRACTORS HAVE TO PAY EMPLOYEE BENEFITS TO THE UNION?

Yes, the PLA, Article 5, Section 5.2 requires all prime contractors and subcontractors to pay benefit contributions for all union referrals and core employees to the appropriate union trust fund and shall provide payment verification to the PLA Administrator.

THIS PROJECT IS TIDELANDS FUNDED, HOW DOES THAT AFFECT THE LOCAL HIRING GOALS?

In accordance with PLA, Article 3, Section 3.5 (a)(1), where project work is funded in full or in part by State of California Tidelands funds, 40% of the total worker hours shall be from workers residing within the counties of Los Angeles or Orange. The disadvantaged/veteran goal is 10% of total work hours on the project.

ARE PLA PROJECTS SUBJECT TO PREVAILING WAGES?

Yes, in accordance with PLA, Article 5, Section 5.1, the California Labor Code Prevailing Wage requirements apply to all PLA covered projects.

CAN PRIME CONTRACTORS & SUBCONTRACTORS USE THEIR OWN WORKFORCE?

In accordance with PLA, Article 3, Section 3.8, except as otherwise provided in separate collective bargaining agreement(s) to which the contractor is signatory, contractors may employ their own employees as long as they meet the "core employee" requirements as follows:

- Has worked on the Contractor's active payroll for 60 of the 100 working days immediately before award of Project Work to the Contractor;
- Possess any license required by the state or federal law of the Project to be performed;
- Has the ability to safely perform the basic function on the applicable trade; and
- Who resides within the 1st or 2nd tier zip codes as described in section 3.5 (a) for 100 working days immediately prior to the award of Project Work to the contractor.

All prime contractors and subcontractors shall require core employees to register with the appropriate union hiring hall prior to their first day of employment on the project.

Contractors may employ first a member of his core workforce, then an employee through a referral from the appropriate Union hiring hall, then a second core employee, then a second union referral and so on until a maximum of five core employees are hired. Thereafter all additional employees must be from the union hall.

WHERE CAN I FIND A COPY OF THE CITY OF LONG BEACH'S PLA?

<http://www.longbeach.gov/finance/business-info/compliance/project-labor-agreement/>



COVERED CRAFT EMPLOYEE FAQ:

HOW DO I KNOW IF I QUALIFY FOR THE DISADVANTAGED WORKER CATEGORY?

A disadvantaged worker is an individual whose income as an unrelated individual or whose family income is below 70% of the Lower Living Standard as determined by the Department of Labor. For more information, please contact Pacific Gateway at 800-292-7200.

I WORK IN CONSTRUCTION, BUT I'VE NEVER GONE THROUGH A FORMAL TRAINING PROGRAM. CAN I BE HIRED?

The Long Beach City College is offering a Construction Pre-Apprenticeship Training course. For more information, visit their website at www.lbcc.edu/CAED/construction.cfm

I'M A VETERAN, WHERE CAN I FIND MORE INFO ABOUT THE HELMETS TO HARDHATS PROGRAM?

www.helmetstohardhats.org

Veteran hiring will be coordinated with the City of Long Beach's PLA Administrator. For more information, please contact Parsons (626) 440-3496, rasien.ibanez@parsons.com