



City of Long Beach

Working Together to Serve

Memorandum

Date: May 27, 2015

To: Patrick H. West, City Manager *T.H.W.*

From: PLA Implementation Team /s/

For: Mayor and Members of the City Council

Subject: Copy of the Final Project Labor Agreement

On April 7, 2015, the City Council authorized the City Manager to execute a Citywide Project Labor Agreement (PLA) with the Los Angeles/Orange Counties Building and Construction Trades Council (Building Trades Council). The Agreement has now been fully executed and is in full effect. Agreement #33859, a 42-page document, is available for review by accessing the City Clerk's web page and choosing Contracts Online.

Major elements of the PLA include:

- It will apply to all covered projects over the threshold amount of \$500,000 subject to State and Federal or other funding restrictions.
- It will include a local hiring provision, with a goal of 40 percent, calculated based on total hours worked.
- The local hiring provision will include a subset that will focus on hiring disadvantaged (following Federal guidelines for defining "disadvantaged" as being below 70 percent of the lower living standard income level) and veteran residents, with a goal of 10 percent, calculated based on hours worked.
- The local hire provision requires the Building Trades Council to exert their best efforts to refer, recruit and/or utilize "Local Residents," which is defined as a qualified worker residing in first tier zip codes (which include all of the City of Long Beach), then, in second tier zip codes (which reflect the Gateway Cities), and finally, in Los Angeles and Orange Counties.
- The PLA would not apply to projects in the City right-of-way (gas pipeline work and traffic signal work performed by outside contractors will be included), nor would it apply to projects typically performed by City employees.
- Long Beach City College, in partnership with the Building Trades Council and the Pacific Gateway Workforce Investment Network (Pacific Gateway), will provide pre-apprentice training support for Long Beach residents.
- The PLA includes a prohibition on work stoppages and lock-out provisions to ensure covered projects are completed without disruption.
- No worker covered under the PLA is required to join any union.

- The City will utilize a contract PLA Administrator who will work with the contractors, residents, Long Beach City College, Pacific Gateway, and the Building Trades Council to oversee the provisions of the Agreement. Additionally, for large projects (over \$10 million), the general contractor will be required to hire a PLA Coordinator to provide additional outreach efforts connecting Long Beach residents to job opportunities.
- The PLA will contain a provision for a Joint Administrative Committee with representatives from the City and Building Trades Council to review the PLA's progress, address grievances and make program modifications, as necessary.

Should you have any questions, please contact Tom Modica, Assistant City Manager, at 8-5091.

CB:lld

Attachment

cc: Charles Parking, City Attorney
Laura Doud, City Auditor
Tom Modica, Assistant City Manager
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George Chapjian, Director of Parks, Recreation & Marine
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Nick Schultz, Executive Director, Pacific Gateway Workforce Investment, Human Resources
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