



Metro is putting Americans to work.

Project Labor Agreement and
Construction Careers Policy

Fact Sheet



Metro®

Project Labor Agreement and Construction Careers Policy

The Metro Board of Directors adopted the Construction Careers Policy (CCP) and Project Labor Agreement (PLA) to encourage construction employment and training opportunities on Metro projects for workers residing in economically disadvantaged areas and for Disadvantaged Workers as defined in the PLA/CCP. The PLA and CCP were approved by Metro's Board of Directors on January 26, 2012.

What is the Project Labor Agreement?

The PLA is an agreement between Metro and the building trades that sets the terms and conditions of employment on projects. Metro's PLA allows for the expeditious resolution of disputes that may arise in the course of the project, thereby helping to ensure that the project is delivered on time and that quality standards are maintained.

What is the purpose of the PLA?

The purpose of the PLA is to set forth procedures for hiring targeted workers, facilitating the entry of workers into apprenticeship programs and to provide for orderly settlement of labor disputes and grievances without strikes or lockouts. PLAs are effective tools for implementing Construction Careers Policies (CCP) and providing avenues for workers to obtain apprenticeship training.

What are the PLA/CCP Hiring Requirements?

All contractors working on Metro construction projects covered by the PLA and CCP will be required to comply with certain targeted hiring requirements.

The PLA and CCP require 40% participation of construction workers residing in economically disadvantaged areas, 10% participation of disadvantaged workers and 20% apprentice participation. Please visit Metro's PLA/CCP website at the address listed to the right for further information.

Can non-union contractors or subcontractors bid on projects with PLAs?

Yes. Non-union contractors can bid on the projects as long as they agree to abide by the wages, benefits, core worker utilization and other conditions specified in the PLA by signing a Letter of Assent.

What is the CCP?

The Construction Careers Policy (CCP) is designed to provide employment opportunities to workers residing in economically disadvantaged areas, disadvantaged workers and apprentices.

How can I determine if I live in an economically disadvantaged area or meet the Disadvantaged Worker eligibility criteria as defined in Metro's PLA?

Please visit Metro's PLA/CCP website at the address below for a listing of zip codes meeting the economically disadvantaged area criteria and Disadvantaged Worker eligibility requirements.

How can I learn more about job opportunities available on PLA/CCP projects?

As projects are awarded, Prime Contractors are required to designate a PLA/CCP Jobs Coordinator who will be the main contact for individuals seeking employment in accordance with Metro's PLA/CCP hiring goals. The Jobs Coordinator contact information by Project will be posted on Metro's PLA/CCP website as projects are awarded.

The types of trades typically used on large Metro construction projects include the following:

- Carpenters
- Electricians
- Glass Workers
- Graffiti Coating Workers
- Hand Rail Workers
- Irrigation Workers
- Laborers
- Landscapers
- Masonry Workers
- Miscellaneous Steel Workers
- Operating Engineers
- Painters
- Plumbers
- Signage
- Iron Workers
- Teamsters
- Tile Layers

Please visit Metro's PLA/CCP website for more information: metro.net/pla

