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METRO LOS ANGELES



PLA/CCP



Metro's Project Labor Agreement and Construction Careers Policy

December 2019



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Overview

In January 2012, the Metro Board approved the Project Labor Agreement (PLA) with the Los Angeles/Orange Counties Building and Construction Trades Council and the Construction Careers Policy (CCP). The primary benefit of the PLA is that it encourages construction employment and training opportunities in economically disadvantaged areas throughout the United States on federally-assisted contracts. Another benefit is that it prohibits work stoppages.

The PLA goals are:

- > **40% participation of construction workers residing in economically disadvantaged areas**
- > **20% apprentice participation**
- > **10% participation of disadvantaged workers (meeting two of nine disadvantaged criteria)**

Consistent with the Board-approved PLA/CCP, prime contractors are required to provide monthly reports detailing progress towards meeting the targeted worker hiring goals. Additionally, per Metro's Labor Compliance policy and Federal Executive Order 11246, prime contractors provide Metro with worker utilization data by ethnicity and gender. (See page 6)

Economically Disadvantaged – Area where the median household income is less than \$40K per year.

Disadvantaged – Economically disadvantaged; also satisfying at least two of the following nine categories: 1) homeless, 2) single custodial parent, 3) receiving public assistance, 4) lacking GED or high school diploma, 5) criminal record or history with criminal justice system, 6) chronically unemployed, 7) emancipated from foster care, 8) veteran from Iraq or Afghanistan war, or 9) apprentice with less than 15% hours needed to graduate to journeyworker. Criminal justice system percentages are a subset of the 10% Disadvantaged hours category.

Figures at a Glance

PLA CONTRACTS – INCEPTION TO DATE



CONTRACT VALUE



*Four projects have been awarded but have not yet started.

APPRENTICE WORKERS



CRENSHAW/LAX TRANSIT
CORRIDOR PROJECT
(PROJECT BEGAN 8/2013)



REGIONAL CONNECTOR
TRANSIT CORRIDOR
PROJECT (PROJECT
BEGAN 9/2014)



WESTSIDE SUBWAY
EXT. PROJECT, SEC 1 –
DESIGN BUILD
(PROJECT BEGAN
11/2015)

PLA WORKER HOURS (PROGRAM-WIDE) ACTIVE AND CLOSED PROJECTS

14,819,340.70 hours

TOTAL CONSTRUCTION HOURS
THROUGH DECEMBER 2019

11,115,587.63 hours

TOTAL APPRENTICEABLE HOURS
THROUGH DECEMBER 2019

58.55% (8,676,301.54 hours)

ECONOMICALLY DISADVANTAGED

22.09% (2,455,830.65 hours)

APPRENTICE

11.28% (1,672,271.64 hours)

DISADVANTAGED

Fast Facts on Metro's Project Labor Agreement

- > Metro is the **first** transit agency in the nation to adopt a PLA that includes a targeted hiring emphasis on apprentices, low-income and previously excluded members of society into the trades.
- > The U.S. Secretary of Labor visited Metro and the Crenshaw/LAX Transit Corridor Project in August 2014 and highlighted the PLA/CCP as a success and national model.
- > **No** work stoppages or lockouts have occurred since the start of the program.



Female Participation in Construction

Through its Project Labor Agreement and Construction Careers Policy, Metro is striving to diversify the workforce on construction projects to improve access to career opportunities and serve as a catalyst for improving socio-economic status for minorities and women. Although the national average for women in construction is below 3%, Metro's goal is to exceed Executive Order 11246's goal of 6.9%. Metro's current female participation average is 3.65%.

In November 2017, Metro's Board passed a motion authorizing the agency to create and publish a score card system that reflects percentages of women hired by Metro contractors; develop an incentive program to encourage contractors to exceed the national goal; and require contractors to demonstrate how they are promoting a diverse and inclusive work environment.






Female Participation Score Card

DECEMBER 2019

The Metro Board voted to create a score card system to highlight those contractors who meet and exceed the Executive Order 11246 female participation goal of 6.9% on Metro construction projects.

ACTIVE PROJECTS	PRIME CONTRACTOR	GRADE	%
Metro HQ Chillers Plan & Emergency System Replacements	EMCOR/Mesa Energy	B	5.04%
Regional Connector Transit Corridor Design/Build	Regional Connector Constructors, JV	C	4.05%
Westside Subway Extension Project, Section 1 – Design Build	Skanska, Traylor, Shea, JV	C	3.69%
Crenshaw/LAX Transit Corridor	Walsh/Shea Corridor Constructors	C	3.69%
Westside Purple Line Extension Project, Section 2 – Design Build	Tutor Perini/ O&G, JV	C	3.08%
Metro Div 1 Maintenance & Transportation Bldg. Renovation	AP Construction, Inc.	D	2.50%
Metro Blue Line Track & Systems Refurbishments	RailWorks	D	1.93%
Patsaouras Plaza Busway Station	OHL, USA, Inc.	D	1.71%
Willowbrook/Rosa Parks Station Improvements	Icon-West	D	1.62%
Metro Div 5 Re-roofing & Div 7 Concrete Repair & Waterproofing	Best Contracting	F	1.50%
Metro Blue Line Signal System (Rehabilitation)	Mass Electric Construction Co.	F	0.44%
Soundwall #11 Construction	Powell Constructors, Inc.	F	0.18%

BETA

	A 6.9% and above		D 1.6% to 3.0%
	B 4.6% to 6.8%		F 0% to 1.5%
	C 3.1% to 4.5%		

To view Score Card detail summary, visit metro.net/plascorecard.

Current PLA/CCP Project Attainments

TARGETED WORKER ACTIVITY BY ACTIVE PROJECT (CUMULATIVE)	% PROJECT COMPLETE	PLA/CCP			% OF DISADV WORKERS IN THE CRIMINAL JUSTICE SYSTEM CATEGORY
		GOAL 40% ECON DISADV	GOAL 20% APPRENTICE	GOAL 10% DISADV	
Crenshaw/LAX Transit Corridor	91.81%	59.61%	23.75%	11.43%	33.41%
Regional Connector Transit Corridor Design/Build	72.61%	59.50%	18.28%	10.28%	74.25%
Westside Subway Ext. Project, Section 1 – Design Build	72.39%	62.26%	18.42%	12.50%	60.56%
Westside Purple Line Extension Project, Section 2 – Design Build	8.11%	46.27%	14.85%	2.50%	55.42%
Patsaouras Plaza Busway Station	94.59%	57.43%	13.82%	9.40%	30.73%
Metro Blue Line Signal System (Rehab)	95.82%	43.18%	27.35%	12.47%	22.27%
Soundwall #11 Construction	44.03%	40.16%	13.38%	4.50%	75.06%
Willowbrook/Rosa Parks Station Improvements	94.23%	68.29%	24.58%	9.69%	62.78%
Metro HQ Chillers Plan & Emergency System Replacements	86.19%	42.78%	29.83%	14.10%	0.00%
Metro Blue Line Track & Systems Refurbishments	98.41%	28.30%	24.23%	5.82%	47.92%
Metro Div 5 Re-roofing & Div 7 Concrete Repair & Waterproofing	65.65%	65.44%	38.96%	13.04%	85.62%
Metro Div 1 Maint & Transp Bldg. Renovation	15.87%	74.77%	17.94%	16.73%	0.00%

*Project hours increased from added scope of work.

Data through December 2019

Current Projects Executive Order 11246 Attainments

ACTIVE PROJECTS SUBJECT TO METRO'S PLA/CCP	AFRICAN AMERICAN	ASIAN	CAUCASIAN	HISPANIC	NATIVE AMERICAN	OTHER/NOT SPECIFIED	GOAL 28.30% MINORITY	GOAL 6.90% FEMALE
Crenshaw/LAX Transit Corridor	11.59%	1.41%	21.51%	62.72%	0.91%	1.84%	76.63%	3.69%
Regional Connector Transit Corridor Design/Build	6.80%	0.76%	23.85%	61.47%	0.88%	6.24%	69.91%	4.05%
Westside Subway Extension Project Section 1 – Design Build	10.25%	1.87%	22.37%	60.98%	0.43%	4.10%	73.53%	3.69%
Westside Purple Line Extension Project, Section 2 – Design Build	5.58%	0.52%	22.66%	67.97%	0.43%	2.84%	74.50%	3.08%
Patsaouras Plaza Busway Station	1.79%	2.60%	17.85%	72.73%	0.21%	4.81%	77.33%	1.71%
Metro Blue Line Signal System (Refurbishment)	7.19%	0.76%	20.80%	58.48%	1.48%	11.28%	67.91%	0.44%
Soundwall #11 Construction	3.07%	0.03%	11.46%	81.16%	0.01%	4.27%	84.27%	0.18%
Willowbrook/Rosa Parks Station Improvements	3.78%	1.69%	17.79%	67.19%	0.08%	9.46%	72.74%	1.62%
Metro HQ Chillers Plan & Emergency System Replacements	11.86%	0.12%	31.93%	46.33%	6.36%	3.40%	64.67%	5.04%
Metro Blue Line Track & Systems Refurbishments	8.93%	2.37%	22.30%	52.48%	1.46%	12.47%	65.24%	1.93%
Metro Div 5 Re-roofing & Div 7 Concrete Repair & Waterproofing	0.00%	0.13%	0.00%	60.73%	0.00%	39.14%	60.86%	1.50%
Metro Div 1 Main & Transp Bldg. Renovation	14.23%	0.00%	0.00%	79.67%	0.00%	6.10%	93.90%	2.50%

Closed project attainments may be found by visiting Metro's PLA/CCP website at metro.net/pla.

Based on contractors reported data as of December 2019

Metro is building the workforce of tomorrow.

Metro's PLA/CCP facilitates new training and apprenticeship opportunities for workers across the region. These programs also help those who reside in economically disadvantaged areas to find jobs and training opportunities on Metro projects.

Here's a look at just a few of the workers who have found success working on PLA and Measure R projects:



Guy Denuccio

Guy is a 1st Period Laborers Apprentice on Metro's Purple Line Extension Section 1 project. A native of Southern California, Guy enjoys baseball and was a standout athlete in his youth. Before working for Skanska on PLE Section 1, Guy made some regrettable decisions and was incarcerated for nine years. While incarcerated, he vowed to never repeat the same mistakes and promised himself he would get out and begin a life and career his family would be proud of. After being paroled, Guy enrolled in an MC3 training program. After completion, he was given the opportunity to begin working right away. Guy thinks back to his time in the criminal justice system and says, "I'm never going back; this opportunity has given me a chance to change my life and I am proud to be part of building the future of Los Angeles."



Belia Lopez

Belia has always taken a nontraditional approach to life. Since her youth, she has always enjoyed working with her hands and was always fascinated with figuring out how things work. After working in autobody shops for over five years, Belia decided it was time to make a change. The construction industry seemed like a natural transition and she enrolled in an MC3 training program. Belia is currently a 1st Period Apprentice with IBEW Local 11 and is working as an electrician on Metro's Purple Line Extension Section 1 project. Belia states that she has enjoyed every aspect of the challenges she has faced in the construction industry and looks forward to continuing her personal growth and development in the trades.



Lorrie Williams

Lorrie is a 3rd period apprentice from the Pile Drivers/Carpenters Union working on the Regional Connector Project. Lorrie started her career in the trades later than most, having spent many years working in refineries as fire-watch and performing other related tasks. Lorrie decided that she wanted to know more about the construction industry and work in something more hands on, which led her to join the trades. After completing the Maxine Waters MC3 program, Lorrie attended an event where she met representatives from Skanska, the Prime Contractor for the Regional Connector Project. Lorrie found that safety is a big area of interest for her and hopes to work in safety coordination one day. Currently, she holds eight OSHA certificates and is working on obtaining the Construction Health and Safety Technician (CHST) certificate. Lorrie wakes up happy to go to work and loves that she can be a part of history by shaping the LA landscape for future generations.

Women Build Metro LA (WBMLA)

Women Build Metro L.A. is a collaboration of community advocates, stakeholders and decision makers, including private and public sectors. Together we are committed to increasing the ranks of qualified women candidates for apprenticeship and placement with all Trades. With our partners and stakeholders, including our Women Build Metro L.A. Committee, we are passionate about increasing female participation, given that women currently make up less than 3 % of the construction trade workforce. We are proud to educate and support women's introduction into all aspects of the transportation industry, including administration, professional ranks, operations and more.

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