

**Metro**

Los Angeles County  
Metropolitan Transportation Authority

One Gateway Plaza  
Los Angeles, CA 90012-2952

213.922.2000  
metro.net

**EXECUTIVE MANAGEMENT COMMITTEE  
OCTOBER 18, 2012**

**SUBJECT: PROJECT LABOR AGREEMENT/CONSTRUCTION CAREERS POLICY**

**ACTION: STATUS UPDATE - REPORTING**

**RECOMMENDATION**

Receive and file status report on Project Labor Agreement and Construction Careers Policy prime contractor targeted worker reporting requirements.

**ISSUE**

In January 2012, the Board approved the Project Labor Agreement (PLA) with the Los Angeles/Orange Counties Building and Construction Trades Council and the Construction Careers Policy (CCP). One purpose of the PLA is to encourage construction employment and training opportunities in economically disadvantaged geographic areas.

Consistent with the Board approved PLA, prime contractors will be required to provide monthly reports detailing progress towards meeting the targeted worker hiring goals. Additionally, consistent with Metro's Labor Compliance policy and federal Executive Order 11246, the prime contractors will continue to provide Metro with worker utilization data by ethnicity and gender.

**DISCUSSION**

The PLA and CCP include a targeted worker hiring requirement of 40% with 10% disadvantaged workers. For federally-funded projects, the targeted workers are those who reside in economically disadvantaged areas throughout the United States. For 100% locally funded projects, the targeted workers are those who reside in Los Angeles County economically disadvantaged areas.

In addition, the implementing regulations for Executive Order (EO) 11246 state that "...the purpose...is for the promotion and insuring of equal opportunity for all persons, without regard to race, color, religion, sex, or national origin...with contractors performing under federally assisted construction contracts." EO 11246 also imposes goals of 6.9% participation by women and 28.3% minority participation in the

contractor's work force. The EO requires contractors to report on the gender and minority participation in their workforce. Since 2002, Metro has required all construction contractors to comply with EO 11246 using the federal form CC257 as part of the ongoing labor compliance program. Metro's labor compliance program also monitors construction contractors state and federal prevailing wage requirements.

Both the PLA requirements and Metro's labor compliance requirements are included in the requests for proposals for all applicable construction contracts.

### **NEXT STEPS**

Staff will include requirements for all construction contractors to submit applicable reports in the solicitation documents and will monitor progress toward meeting the goals.

Prepared by: Miguel Cabral, Director, Economic Development Initiatives &  
Workforce Compliance  
(213)922-2232

*Michelle Lopes Caldwell*

---

Michelle Lopes Caldwell  
Chief Administrative Services Officer

*Arthur T. Leahy*

---

Arthur T. Leahy  
Chief Executive Officer