

**Metro**

Los Angeles County  
Metropolitan Transportation Authority

One Gateway Plaza  
Los Angeles, CA 90012-2952

213.922.2000 Tel  
metro.net

**EXECUTIVE MANAGEMENT COMMITTEE  
CONSTRUCTION COMMITTEE  
JANUARY 15, 2015**

**SUBJECT: PROJECT LABOR AGREEMENT (PLA)/CONSTRUCTION CAREERS  
POLICY (CCP) REPORT - DATA THROUGH OCTOBER 31, 2014**

**ACTION: RECEIVE AND FILE**

**RECOMMENDATION**

Receive and File status update report on the Project Labor Agreement and Construction Careers policy programs for activity through October 31, 2014.

**ISSUE**

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

Consistent with the Board approved PLA and CCP, prime contractors are 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 provide Metro with worker utilization data by ethnicity and gender.

The attached report provides the current status (through October 31, 2014) of construction projects subject to the PLA and CCP.

## DISCUSSION

There are currently nine active construction projects, and two closed projects, with the PLA/CCP program requirements as of October 31, 2014:

- Crenshaw/LAX Transit Corridor
- Westside Subway Extension Advanced Utility Relocation
- Metro Red Line/Metro Orange Line (MRL/MOL) North Hollywood Station West Entrance
- CNG Emergency Generator Division 7 and 8
- Division 13 CNG Fueling Facility Design/Build Operate
- Metro Blue Line Station Refurbishment project
- Regional Connector Transit Corridor Advanced Utility Relocation
- Universal City Pedestrian Bridge
- Westside Subway Extension Advanced Utility Relocation (Fairfax Station).

In summary, of the nine active construction projects for this reporting period, eight Contractors are exceeding the 40% Targeted Worker goal, six Contractors are exceeding the 10% Disadvantaged Worker goal, and two Contractors are achieving the 20% Apprentice Worker goal.

### Projects Currently Monitored

The Crenshaw/LAX Transit Corridor project Contractor, Walsh/Shea Corridor Constructors, is currently attaining Targeted Worker, Apprentice Worker and Disadvantaged Worker percentages of 58.57%, 13.06% and 10.65%, respectively. Staff will continue to work closely with the contractor towards meeting the Targeted Worker goals for this project. The Contractor has submitted a plan and schedule indicating that the apprentice goal for this project should be achieved in January of 2017. The contractor reports this project to be 6.31% complete.

The Westside Subway Extension Advanced Utility Relocation project continues to exceed the 40% Targeted Worker goal and has the highest female participation at 7.43%. The contractor, Metro Builders, is still working to achieve the 20% Apprentice Worker goal. The contractor is currently attaining Targeted Worker, Apprentice Worker and Disadvantaged Worker percentages of 66.77%, 11.19% and 11.16%, respectively. The contractor currently reports this project to be 95.29% complete.

The Metro Red Line/Metro Orange Line (MRL/MOL) North Hollywood Station West Entrance project contractor is currently attaining Targeted Worker, Apprentice Worker and Disadvantaged Worker percentages of 74.93%, 7.39% and 0.00%, respectively. Metro staff has issued a Notice of Non-Compliance to the Contractor, Skanska, for the low Apprentice and Disadvantage Worker percentage attainments. Metro staff will continue to work with the contractor to meet the project goals. The Contractor reports this project to be 6.05% complete.

The CNG Emergency Generator Division 7 and 8 project contractor, Taft Electric Company, is currently attaining Targeted Worker, Apprentice Worker and Disadvantaged Worker percentages of 41.01%, 23.95% and 31.17%, respectively. Metro staff issued a Notice of Non-Compliance to the Contractor for the low attainments, and the contractor responded by exceeding all three Targeted Worker goals. The contractor is reporting this project to be 92.66% complete.

The Division 13 CNG Fueling Facility, Design/Build Operate project contractor, Clean Energy, is currently attaining Targeted Worker, Apprentice Worker and Disadvantaged Worker percentages of 68.26%, 17.40% and 57.50%, respectively. This contractor is close to exceeding all three Targeted Worker goals on this project. The contractor currently reports this project to be 91.00% complete.

The Metro Blue Line Station Refurbishments project contractor, S. J. Amoroso, is currently attaining Targeted Worker, Apprentice Worker and Disadvantaged Worker percentages of 47.37%, 30.03%, and 0.00%, respectively. This contractor is currently achieving the highest Apprentice Worker percentage of all projects during this reporting period. Metro staff has notified the contractor that a notice of non-compliance will be issued during the next reporting period since the Disadvantaged Worker goal is not met. The contractor reports this project to be 13.79% complete.

The Regional Connector Transit Corridor Advanced Utilities Relocation project contractor, Pulice Construction, is currently attaining Targeted Worker, Apprentice Worker and Disadvantaged Worker percentages of 51.63%, 17.56% and 26.11%, respectively. Metro staff issued a notice of non-compliance to the contractor for low Apprentice Worker and Disadvantaged Worker attainments. The contractor responded by exceeding the Targeted Worker goal and almost achieving the Apprentice Worker goal. Staff will continue to work with the contractor to achieve the Apprentice Worker goal. The contractor reports this project to be 26.50% complete.

The Universal City Pedestrian Bridge project contractor, Griffith Company, is currently attaining Targeted Worker, Apprentice Worker and Disadvantaged Worker percentages of 19.88%, 6.35% and 0.14%, respectively. Metro staff issued a notice of non-compliance to the contractor for not achieving the Targeted Worker goals for this project and will keep the Board updated on the contractor's progress. The contractor reports this project to be 5.36% complete.

The Westside Subway Extension Advanced Utility Relocation – Fairfax Station project contractor, W. A. Rasic, is currently attaining Targeted Worker, Apprentice Worker and Disadvantaged Worker percentages of 60.07%, 14.81% and 0.00%, respectively. Metro staff issued a notice of non-compliance to the contractor for not achieving the Apprentice Worker goal or the Disadvantaged Worker goal and will keep the Board updated on the Contractor's progress. The contractor reports this project to be 23.78% complete.

## Projects Closed Out

The first Metro PLA/CCP contract, the Crenshaw Advanced Utility Relocation, has completed. The contractor attained Targeted Worker, Apprentice Worker and Disadvantaged Worker percentages of 61.41%, 9.71% and 21.08, respectively. The contractor, Metro Builders, did not achieve the 20% Apprentice participation goal throughout this project. Metro staff issued several Notices of Non-Compliance to the Contractor during the life of this project, and also met with the contractor in attempts to effectuate compliance with the Targeted Goals. As a result of Metro Builders failing to meet the Apprentice Worker Goal, Metro staff issued a notice of non-compliance finding to the contractor and requested additional information regarding efforts made to achieve the Apprentice Goal for this project. After staff reviewed the contractor's response with legal, a finding of non-compliance was issued to the contractor which included an assessment of liquidated damages of \$156,562.43 for not meeting the Apprentice Worker goal for this project. As outlined in Metro's Construction Careers Policy, a final hearing on this issue is scheduled for January 2015. Close out retention has not been released to the contractor pending the outcome of this hearing.

The Westside Subway Exploratory Shaft project is now complete. The contractor, Innovative Construction Solutions (ICS), attained Targeted Worker, Apprentice Worker and Disadvantaged Worker percentages of 50.88%, 0.99% and 11.23% for this project. The contractor exceeded the Targeted Worker and Disadvantaged worker goals, but did not meet the 20% Apprentice Worker goal. Metro staff issued a notice of non-compliance finding to the contractor for not meeting the Apprentice Worker goal, and is currently waiting the contractor's response for additional information. Close out retention has not been released to the contractor pending the outcome of Metro's review.

## OUTREACH

In efforts to attain the highest percentages of Targeted, Apprentice and Disadvantaged Workers on PLA/CCP projects, and to keep the community informed of the opportunities, the contractor and DEOD participates and/or coordinates the following outreach efforts:

- Walsh/Shea Laborer Bootcamp and DBE Workshops
- Trade Technical College Veteran's Construction Career Bootcamp Graduation
- Taste of Soul Festival on Crenshaw Blvd in October
- Park Mesa Heights Unity Festival
- Construction Careers Awareness Day at Los Angeles Trade Technical College (LATTC) – approximately 3,000 LAUSD students participating
- Crenshaw/LAX Transit Corridor Project IPMO Open House (Bellanca Office)
- Construction Careers Information Center (CCIC) Development and Implementation

- Coffee, Conversation & Careers on Crenshaw Boulevard (Face-to-face meetings with construction careers partners)
- Community job/career fairs & festivals
- Career Collaborative meetings with Jobs Coordinators
- Coordination meetings with Jobs Coordinators
- Crenshaw /LAX Construction Career Fair (Baldwin Hills Mall)
- Crenshaw Leadership Council Economic Development Pod Meetings
- Daily/weekly/bi-Weekly meetings with outreach team, contractors, elected and/or community representatives

In addition, Metro is hosting a PLA/CCP Symposium on February 12, 2015 to provide an update on Metro's PLA & CCP, the nation's first Federal Transit Administration approved Targeted Hiring Program for federally funded transportation projects.

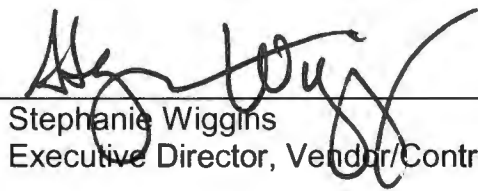
### **NEXT STEPS**

Staff will continue to monitor and assist Contractors with hiring efforts, and will enforce compliance as necessary.

### **ATTACHMENT**

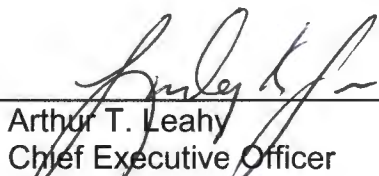
A. PLA/CCP Report, Data Through October 31, 2014

Prepared by: Miguel Cabral, Director, (213) 922-2232  
Keith A. Compton, Manager, (213) 922-2406  
Miriam Long, Regional Manager, (213) 922-7249



---

Stephanie Wiggins  
Executive Director, Vendor/Contract Management



---

Arthur T. Leahy  
Chief Executive Officer



# **Project Labor Agreement (PLA) / Construction Careers Policy (CCP) Update**

**Report Data Through October 2014 Reporting Period**

# Crenshaw/LAX Transit Corridor Project

PLA Targeted Worker Attainment: Prime: Walsh/Shea

Report Data Through October 2014

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
189,291.31	58.57%	13.06%	10.65%

Percentage Project Complete Based on Worker Hours: 6.31% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
189,291.31	17.59%	1.78%	25.82%	50.11%	1.22%	3.47%	70.7%	2.29%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.



# Westside Subway Extension Advanced Utilities

**PLA Targeted Worker Attainment: Prime: Metrobuilders**

**Report Data Through October 2014**

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
36,435.26	66.77%	11.19%	11.16%

**Percentage Project Complete Based on Worker Hours: 95.29% (Rounded)**

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
36,435.26	3.94%	0.00%	13.17%	76.89%	0.00%	6.00%	80.83%	7.43%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# MRL/MOL North Hollywood Station West Entrance

PLA Targeted Worker Attainment: Prime: Skanska

Report Data Through October 2014

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
3,206.50	74.93%	7.39%	0.00%

Percentage Project Complete Based on Worker Hours: 6.05% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
3,206.50	0.28%	0.00%	10.21%	88.98%	0.00%	0.53%	89.26%	0.00%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# CNG Emergency Generator Division 7 and 8

PLA Targeted Worker Attainment: Prime: Taft Electric Company

Report Data Through October 2014

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
2,455.50	41.01%	23.95%	31.17%

Percentage Project Complete Based on Worker Hours: 92.66% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
2,455.50	8.10%	0.00%	46.39%	45.51%	0.00%	0.00%	53.61%	6.27%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Division 13 CNG Fueling Facility, Design/Build/Operate PLA Targeted Worker Attainment: Prime: Clean Energy

## Report Data Through October 2014

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
5,656.00	68.26%	17.40%	57.50%

Percentage Project Complete Based on Worker Hours: 91.23% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
5,656.00	27.97%	0.00%	29.76%	42.27%	0.00%	0.00%	70.24%	3.43%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Metro Blue Line Station Refurbishments

**PLA Targeted Worker Attainment: Prime: S.J. Amoroso**

**Report Data Through October 2014**

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
10,186.50	47.37%	30.03%	0.00%

**Percentage Project Complete Based on Worker Hours: 13.79% (rounded)**

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
10,186.50	13.04%	0.77%	25.03%	61.16%	0.00%	0.00%	74.97%	0.45%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Regional Connector Advanced Utility Relocations

**PLA Targeted Worker Attainment: Prime: Pulice**

**Report Data Through October 2014**

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
26,339.75	51.63%	17.56%	26.11%

**Percentage Project Complete Based on Worker Hours: 26.50% (rounded)**

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
26,339.75	1.15%	0.80%	17.96%	79.04%	0.00%	1.05%	80.99%	1.99%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Universal City Pedestrian Bridge

**PLA Targeted Worker Attainment: Prime: Griffith Company**

## Report Data Through October 2014

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
1,590.50	19.88%	6.35%	0.14%

**Percentage Project Complete Based on Worker Hours: 5.36% (rounded)**

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
1,590.50	3.52%	0.00%	55.44%	37.11%	0.00%	3.93%	40.63%	0.13%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Westside Subway Extension Project AUR (Fairfax Station)

**PLA Targeted Worker Attainment: Prime: W.A. Rasic**

**Report Data Through October 2014**

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
8,144.00	60.07%	14.81%	0.00%

**Percentage Project Complete Based on Worker Hours: 23.78% (rounded)**

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
8,144.00	2.16%	0.00%	9.86%	87.59%	0.00%	0.39%	89.75%	0.00%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.



# Crenshaw/LAX Advanced Utility Relocations

**PLA Targeted Worker Attainment: Prime: Metrobuilders**

**Report Data Through October 2014**

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
61,708.26	61.41%	9.71%	21.08%

**Percentage Project Complete Based on Worker Hours: 100%**

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
61,708.26	11.66%	0.01%	22.02%	66.29%	0.01%	0.00%	77.97%	0.52%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Westside Subway Extension Exploratory Shaft

**PLA Targeted Worker Attainment: Prime: Innovative Constructive Solutions**

**Report Data Through October 2014**

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
18,049.25	50.88%	0.99%	11.23%

**Percentage Project Complete Based on Worker Hours: 100%**

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
18,049.25	11.40%	0.00%	22.71%	33.18%	1.19%	31.52%	45.77%	0.42%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.