



## Crenshaw/LAX Transit Corridor

### Construction Careers Policy & Project Labor Agreement Frequently Asked Questions (July 2013)

**Q: What is the definition of a PLA/CCP?**

A: The Project Labor Agreement is an agreement between Metro and the building trades that sets the terms and conditions of employment on certain 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. The Construction Careers Policy is designed to provide employment opportunities to workers residing in economically disadvantaged areas, disadvantaged workers and apprentices. 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 [www.metro.net/pla](http://www.metro.net/pla) for additional information.

**Q: Is there an executive summary of the PLA/CCP that is understandable to the lay person?**

A: Yes, please visit [www.metro.net/about/pla/](http://www.metro.net/about/pla/) and click on the PLA/CCP Program tab to review the PLA/CCP easy to understand Fact Sheets.

**Q: What's the total number of jobs that will be available for the Crenshaw/LAX Corridor Project?**

A: Only the prime contractor selected for the project can estimate the number and types of jobs that they plan to have available as well as the sequencing of those jobs for the project. That estimated number of jobs is unknown to Metro at this time but will be made available when provided by the contractor. After contract award, the contractor will submit an employment hiring plan to Metro illustrating how they will meet the hiring requirements of the PLA & CCP.



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### **Q: What is a Jobs Coordinator?**

A: A Jobs Coordinator is an independent, third-party, entity with whom the Prime Contractor enters into a contract or employs to help the prime contractor and their subcontractors comply with the requirements of the PLA & CCP. Requirements for job coordinator eligibility are listed in the CCP. Some of the requirements include, but are not limited to: having relationships with WorkSource centers, community and faith based organizations and other non-profit entities, unions and apprenticeship organizations and having administered similar programs previously. Jobs Coordinators for each Metro project are listed on the PLA/CCP website under each project as Prime Contractors are selected for that project.

### **Q: Is the PLA/ CCP a local hire program?**

A: No, the PLA/CCP is not a local hire program; it is a targeted worker hire program.

### **Q: Is there a local hire requirement for programs that receive federal funding of any kind?**

A: The FTA has instructed Metro that no local hire program would be allowed on federally funded projects. Metro is allowed to have targeted worker hiring requirements which are based on economically disadvantaged areas throughout the nation, apprenticeship utilization, and disadvantaged status.

### **Q: What is an example of barriers to employment that the CCP is addressing?**

A: Some examples are targeted workers, who also face two of the following barriers which will satisfy the “disadvantaged worker” category: having a criminal record or other involvement with the criminal justice system, being homeless, emancipated from foster care, veteran of Iraq or Afghanistan war, lacking a GED or High School Diploma, receiving public assistance, suffering from chronic unemployment, being a custodial single parent or being an apprentice with less than the 15% required graduation hours to become a journeyman.

### **Q: Why did Metro use Federal dollars if it meant there could be no local hire?**

A: Because of Federal funding and the use of national tax payer dollars, there can be no local hire component. Without significant federal funding, the Crenshaw/LAX Transit Corridor project could not be built.





## Crenshaw/LAX Transit Corridor

**Q: In addition to the Crenshaw/LAX Light Rail Project, what are the other Metro transit projects?**

A: Metro will be starting construction on multiple transit projects over the next 5 years, and the best way for those who are interested in a construction career to prepare themselves for potential job opportunities on those projects is to contact the job coordinators listed on Metro's website, or contact the PLA/CCP hotline at (213) 922-7279. There are currently 12 projects, with billions of dollars that will be governed by the PLA agreement in the next 5 years. Those projects will be listed on Metro's website and will be updated when new projects get funded for inclusion.

**Q: What is the best way to prepare for the expected boom in construction jobs in LA over the next 25 years?**

A: Contractors will hire for Metro construction related jobs through the respective Trade Union Hiring Halls for projects covered by the PLA/CCP. Therefore, union level skill sets will be required to work on these jobs. In preparation for this opportunity, now is the time for those interested in the targeted worker hiring program to enroll in pre-apprenticeship and apprenticeship training programs. Please contact the list of Job Coordinators at [www.metro.net/pla](http://www.metro.net/pla) under the "contractor resources" section to find out how to get started with the apprenticeship process.

The Crenshaw/LAX Transit Corridor Project is the first major Metro project to be governed by the PLA/CCP. The Regional Connector project and the Purple Line Extension will also be governed by a PLA/CCP that will include targeted hiring. For more information regarding the Regional Connector, please visit [www.metro.net/regionalconnector](http://www.metro.net/regionalconnector), and for more information regarding the Purple Line Extension, please visit [www.metro.net/westside](http://www.metro.net/westside).

**Q: In terms of hiring practices, what is the definition of "diversity goal" and "diversity requirement"?**

A: Metro requires all contractors working on Metro construction projects covered by the PLA and CCP to comply with the hiring goals of Executive Order 11246 (EO 11246). Contractors will be required to comply with EO 11246 when they are working to achieve the targeted hiring requirements outlined in the PLA/CCP. Specifically, the 40% participation of construction workers residing in economically disadvantaged areas, 10% participation of disadvantaged workers and 20% apprentice participation. In this context "participation" means hours worked by targeted workers. Metro does not use the term "Diversity Goal."





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**Q: What are the zip codes in the South Los Angeles region that are eligible for the CCP designation?**

A: A detailed list of eligible local and national zip codes is available on the Metro website at: [www.metro.net/about/pla/](http://www.metro.net/about/pla/) under the targeted worker zip code tab.

**Q: Are there penalties for failing to meet the hiring requirements?**

A: The failure of the Prime Contractor and its subcontractors and employees to comply with the PLA/CCP targeted hiring requirements is covered in the CCP. Liquidated damages are assessed equal to the average journeyman project wage for each hour the Project fell short of the targeted hiring, or \$500 per day, whichever is greater. For further information, please refer to Section 2.6, Enforcement, in the CCP.

**Q: What is the Job Coordinator's reporting requirements?**

A: The Job Coordinator is required to assist the Prime Contractor in meeting their reporting requirements. Please refer to the next question for these reporting requirements.

**Q: How does the Contractor report monthly to Metro?**

A: Metro receives a detailed monthly electronic report from the prime contractor which includes all hours worked by workers in the following categories: Extremely Economically Disadvantaged, Economically Disadvantaged, Journeyman, Apprentice, Ethnicity and Gender. Jobs Coordinators will do on-site interviews to verify the disadvantaged status of workers and to assist the contractor with recruiting workers for the project.

**Q: How does the Crenshaw/LAX Leadership Council (CLC) receive information from Metro concerning the Contractor's Monthly Report?**

A: As soon as the Monthly Report is available it is posted on the Metro PLA/CCP website at [www.metro.net/about/pla/](http://www.metro.net/about/pla/) under the Projects / Current Projects / Targeted Worker Report tab. In addition, Metro reports an update of the CCP/PLA projects at the CLC Economic Development Project Oriented Discussion (POD) meetings. The Co-Moderators of the POD share this information with the full CLC at their quarterly meetings.



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**Q: What company is undertaking the utility relocation work, and are they required to hire African Americans and Women?**

A: The utility relocation work is being undertaken by Metro Builders & Engineers Group, LTD. Metro requires the contractor to comply with federal Executive Order 11246 which states “...the purpose...is for 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 contract.” EO 11246 imposes goals of 6.9% participation by women and 28.3% underrepresented participation in the contractor’s workforce. The definition of “underrepresented participation” is any group that has been excluded or fairly represented. African American workers, women and all other underrepresented classes are tantamount to the success of the PLA. According to the March 2013 report, Metro Builders exceeded the Targeted Worker Goal of 40% by achieving 61.13%, and exceeded the Disadvantaged Worker Goal of 10% by achieving 17.09%. The contractor achieved an Apprentice Goal of 12.84% and is working to reach the 20% goal. The contractor is required to satisfy EO 11246 within these program goals.

**Q: Where can experienced construction workers who are currently out-of-a-job as well as those who are seeking to grow into a career in the construction industry find information regarding how and where to sign up for assistance information?**

A: The construction on the Crenshaw/LAX Transit Corridor Project will begin first quarter of 2014. Metro encourages interested parties to contact the job coordinator who will be assigned to this project, and the job coordinators listed on Metro’s PLA/CCP website. There is also a detailed step-by-step flyer on preparation for a construction career provided on the Metro PLA/CCP website at [www.metro.net/about/pla/](http://www.metro.net/about/pla/) under the Steps to a Construction Career tab and is attached to this FAQ. Experienced union workers are encouraged to verify that they are in good standing with their respective union halls and to inform the job coordinators that they are available to work. Experienced non-union workers are encouraged to contact the list of job coordinators to determine the best steps to enter into the trade applicable to their skill set.



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**Q: Where can community members find a list of job opportunities by trade in the order of availability (total number of Crenshaw/LAX corridor jobs; total number of construction Crenshaw/LAX corridor jobs; total number of non-construction Crenshaw/LAX corridor jobs)?**

A: 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.

**Q: Where should stakeholders go for more information on the CCP/ PLA?**

A: For additional information, please call the PLA/ CPP hotline at 213.922.7279, 888.887.3674 (toll free), email [constructioncareers@metro.net](mailto:constructioncareers@metro.net) or visit [www.metro.net/about/pla/](http://www.metro.net/about/pla/).