



OFFICE OF THE COUNTY ADMINISTRATOR

COUNTY OF SONOMA

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PROJECT LABOR AGREEMENT AD HOC

Background

Project Labor Agreements, sometimes also titled Project Stabilization Agreements (PSA), are collective bargaining agreements negotiated for construction projects typically between the County as project owner and the local building trade unions. A PLA is a form of a pre-hire agreement that sets the terms of employment on an entire construction project, and becomes part of the bid specifications that all winning contractors must follow. A PLA remains effective for the duration of the project.

Charter

At the February 1, 2022 Board of Supervisors meeting, the Chair formed a Project Labor Agreement (PLA) Ad Hoc Committee for the purpose of exploring updates to the County's PLA policies. Based on stakeholder input, the Ad Hoc will identify policy areas within the existing PLA, which was approved in 2014, for potential updates to meet the following goals: increasing local job creation, supporting training and internship opportunities in the building trades, avoiding costly labor disruptions or work stoppages, ensuring adequate health, welfare and retirement benefits for workers, ensuring that the use of a PLA does not increase County project costs, and supporting the County's commitment to achieving racial equity. Examples of policy items that may be considered based on initial stakeholder feedback include core workforce and the construction cost threshold. The Ad Hoc PLA policy recommendations will be brought to the Board of Supervisors in May 2022. In addition to PLA policy recommendations, the Ad Hoc will work with staff to provide feedback on potential County's Living Wage Ordinance. In December 2021, the Board requested staff to research and analyze specific topics related to the Living Wage Ordinance. Staff will share its analyses and findings with the Ad Hoc whose recommendations will be presented to the full Board at a workshop scheduled in September 2022.

Committee Members

David Rabbitt, Second District Supervisor
Lynda Hopkins, Fifth District Supervisor

Committee Duration

The Project Labor Agreement Ad Hoc Committee will be convened for a limited term through June 2022, unless extended by the Board of Supervisors. After June, the Ad Hoc Committee members will continue convening as needed to address the County's Living Wage Ordinance.

County Department, Resources

Christel Querijero, County Administrator's Office
Maggie Fleming, County Administrator's Office
Robert Pittman, County Counsel
Adam Brand, County Counsel
Keith Lew, General Services Department
Alegria De La Cruz, Office of Equity

Subject matter experts (SME's) from General Services' Facilities Development and Management Division (FDMD), Transportation and Public Works, etc. as needed.

Outcomes

The desired outcomes will be to explore updates to the County's PLA policy to best align with the following goals: increase local job creation, support training and internship opportunities in the building trades, avoid costly labor disruptions or work stoppages, ensure adequate health, welfare and retirement benefits for workers, ensure that the use of a PLA does not increase County project costs, and support the County's commitment to achieving racial equity.

Public Input Process

The main purpose of the public input process is to gather input from various community partners and other key stakeholders in order to assist the Ad Hoc Committee members in exploring PLA policy recommendations.

Deliverables and Timeline:

Recommendations for updates to the current PLA policy, scheduled to be presented to the Board of Supervisors in May 2022.