

Project Labor Agreement Comparison

	City of San Jose	City of San Jose	Santa Clara Valley Water District	Santa Rosa City Schools	Alameda County	Sonoma County	Santa Rosa Junior College
Date Approved	6/20/2002	3/28/2019	1/11/2022	Out for execution	9/22/2020	1/28/2014	2017
Term		3 years	?	?	10 years	No term, project specific	Project Specific
Threshold	NA	>\$3M	>\$2M	no	>1M for most projects, >\$3M for Public Works projects	>\$10M	Project Specific
Construction Cost Only		Yes	Yes	Yes	Yes	Yes	No, includes survey, repair, geotechnical work, exploratory drilling, soils and materials testing and inspection, start-up, calibration, commissioning, performance testing, repair, and operational revisions to systems and/or subsystems performed by a Contractor under a construction contract.
Project Specific or All Capital Projects	Project Specific	Project Specific if meeting threshold	All projects meeting threshold	Left to the discretion of the School District	All projects meeting threshold	All projects meeting threshold	Project Specific
Project	Airport Master Plan Phase 2 Projects	NA	NA	NA	NA	Adult Detention Behavioral Health Unit; upcoming County Government Center	Measure H funded Construction Projects
Parties to Agreement	City of San Jose	City of San Jose	SCVWD	SRSD	ALCO	County of Sonoma	SRJC (Contractors execute "Agreement to be Bound")
Labor	Santa Clara and San Benito County Building Trades	Santa Clara and San Benito County Building Trades	Santa Clara and San Benito County Building Trades	Sonoma & Mendocino County Building Trades	Building Trades Council of Alameda County	North Bay Building and Construction Trades Council	Sonoma, Lake & Mendocino Counties Building and Construction Trades Council
Core Workforce Provisions	Yes - protects the contractors ability to employ their own core (regular workforce).	Yes - contractor has to request and union refer Core Workers who have applied to union for Project Work, if they have been active on contractor's payroll for last 90 out of 120 working days, possession of licenses and certifications, having worked at least 2000 hours in appropriate craft during last 2 years		No - contractor can dispatch own "craft foreman" and "general foreman"	Yes. See 17.1.1 - 17.1.5. Contractors may request by name Core workers, up to 5.	Yes, see Article X.	Yes, see section 13.2

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Order of Dispatch assignment		Union employee on "out of work list" 1st, then Core Worker, then union employee, etc. until up to 5 Core Workers have been assigned and then all union.		Union sole source of craft labor	Assignment of Covered Work the responsibility of the Contractor	Consistent with State and Federal law, referrals shall come from Sonoma, Napa, Marin Mendocino and Lake Counties first.	For signatory Unions now having a job referral system contained in a Schedule A Agreement. Priority to SRJC students and graduates and local residents, to the extent
Union Referral	Yes- after core workers	Yes - before core worker		Yes - for all	Yes - for all	Yes, after core workforce for non-union contractors.Does not apply to supervisors above general foreman.	Yes, after "regular, experienced employee". Does not apply to supervisors above general foreman, or nontechnical staff.
Open to Hire non-union	Yes, if no union available	Yes, if after 48 hours no union available		Yes, if after 48 hours no union available	?	Yes, if referral not filled within 48 hours.	Yes, if referral not filled within 48 hours.
Prevailing Wage	Yes	Yes	Yes	Yes	?	Yes	Yes
Completion		at Final Acceptance	at Final Acceptance	at Final Acceptance	at Final Acceptance	At acceptance by the County.	Upon acceptance by SRJC.
Covered work onsite/offsite or both		onsite/offsite fab work	onsite/offsite fab work	onsite/offsite fab work	onsite/offsite fab work	onsite/offsite fabrication	Onsite and offsite
Commissioning, Repair, maintenance and operational revisions performed during warranty period after Completion		Yes	2.3.5 - work performed pursuant to a construction warranty during construction warranty period.	2.4 - includes repairs and maintenance work	3.6 - includes retrofit and repair	Silent	Yes, includes warranty for warranty period. Excludes work performed by SRJC, and warranty work for speciality equipment.

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Construction Trucking		Yes		Yes		Silent	Construction trucking work, including the delivery and removal of construction materials and supplies, including, but not limited to, ready-mix concrete, asphalt, aggregate, sand or earth or other fill or similar material that are directly incorporated into a work process or debris, earth, mud, excess fill, or similar material or other waste construction materials removed from the Project site, shall be covered.
Federal funding carve out			Yes. 2.4.7 - does not apply to projects "substantially funded" by federal, state, other local, public or private agency that prohibits project labor agreements			Yes, For federally funded projects, the ability to use a PLA (or similar agreement) and the terms of any such agreement may be subject to federal agency requirements and/or approval. In such cases, compliance with the federal funding agency's requirements will supersede this Policy.	Portions of the PLA that vioalte federal law would be suspended.
Other Provisions					NOTE: Has min requirement of 40% resident hiring, and disadvantaged residents for apprenticeship programs		