



County Administrator's Office

Project Labor Agreement Policy Update

May 3, 2022

Project Labor Agreement Ad Hoc

- **Project Labor Agreement:** Collective bargaining agreements negotiated for construction projects typically between the County as project owner and the local building trade unions.
- **Ad Hoc Goals:** Explore updates to the County's PLA policies 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
 - Avoiding significant increases in County project costs
 - Supporting the County's commitment to achieving racial equity.



Project Labor Agreement Ad Hoc

- Research from other Jurisdictions
- Equity Analysis
- Stakeholder Outreach:
 - ABC NorCal/Pacific Advocacy Group
 - Behler Construction Company
 - Coalition for Fair Employment in Construction
 - North Bay Building and Construction Trades Council
 - North Bay Jobs with Justice
 - North Bay Trades Introduction Program
 - Q&D Construction
 - Western Water



Research of Other Jurisdictions

	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
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
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



Key Policy Elements

- Threshold amount
- Exempting emergency work
- Including Water Agency, Fairgrounds, Airport
- Certified payroll
- Core workforce



Ad Hoc Recommendations for PLA Policy Updates

- Lowering PLA threshold at least 20% (\$8M)
- Exempting emergency and disaster response projects



Recommended Actions

1. Accept the report of the Project Labor Agreement Policy Update Review Ad Hoc committee.
2. Adopt recommendation to lower the cost threshold in the County's Project Labor Agreement Policy.
3. Adopt recommendation to exempt emergency and disaster response work from the Project Labor threshold requirement.

