

Project Labor Agreement Policy Update Review Ad-Hoc Committee Quarterly Update

July - September 2022

Purpose and Scope

The purpose of the Project Labor Agreement (PLA) Ad Hoc Committee is to explore updates to the County's PLA policy, which was originally approved in 2014. Based on stakeholder input, the Ad Hoc will identify policy areas within the existing PLA 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. 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.

Ad Hoc Members

Supervisor David Rabbitt
Supervisor Lynda Hopkins

Attendees

PLA - County Staff

- County Administrator's Office
 - Christel Querijero, Deputy County Administrator
 - Maggie Fleming, Administrative Analyst III
- Public Infrastructure
 - Johannes Hoevertsz, Director
 - Keith Lew, GSD Deputy Director
- County Counsel
 - Robert Pittman, County Counsel
 - Adam Brand, Chief Deputy County Counsel
- Office of Equity
 - Alegria De La Cruz, Director

LWO – County Staff

- County Administrator's Office
 - Christel Querijero, Deputy County Administrator
 - Yvonne Shu, Administrative Analyst III
- Human Resources
 - Christina Cramer, Director
- Public Infrastructure
 - Monique Chapman, Administrative Services Director
 - Signe Sugiyama, Purchasing Agent
- County Counsel
 - Jeremy Fonseca, Deputy County Counsel IV
 - Debbie Latham, Assistant County Counsel

Meetings Held

8/18/22 Ad Hoc meeting on Living Wage Ordinance. Specific direction to staff to:

- Understand whether there are any long-term lessees at the fair or airport

8/23/22 Ad Hoc meeting on Living Wage Ordinance. Specific direction to staff to:

- Separate the living wage data discussion from any updates to the ordinance itself

10/18/22 Staff and the ad hoc presented Living Wage Ordinance recommendations to the full Board.

The Board majority agreed to move forward with the ad hoc recommendations for:

- Clarifying location of living wage-covered employees
- Exemption for emergency contracts
- Process for determining a living wage COLA
- Strengthening “best effort” language for contractor part-time employee hours
- Responsible bidder language

The Board requested that staff look further into several items, including:

- “Total compensation” for extra help County staff versus full-time employees
- Profiles of airport lessees and fair contracts
- Potential outline of what a living wage enforcement program would entail

Status

The Ad Hoc is currently focusing on the Living Wage ordinance activities and will revisit issues related to the Project Labor Agreement later in the year.

Upcoming Meetings

10/18/22 BOS meeting discussed proposed changes to the living wage ordinance

11/9/22 Ad Hoc meeting to discuss next steps with exploring updates to the County’s Project Labor Agreement policy.