

# BUILDING BETTER COMMUNITIES

## Project Labor Agreements

Good for communities. Good for taxpayers. Good for business.

**Building Trades**  
The outstanding workforce

The seal of the San Diego Building Trades Council is circular. The outer ring contains the text "SAN DIEGO BUILDING TRADES COUNCIL" at the top and "CLARA & SAN BEN COUNTIES" at the bottom. The inner ring contains "CONSTRUCTION TRADES" at the top and "FEDERATION OF LABORERS" at the bottom. In the center, it says "OF INDUSTRIAL WORKERS" and "ORGD. FEB. 10, 1961".



PROJECT LABOR AGREEMENTS  
**ENABLE LOCAL HIRING**  
AND HELP **MANAGE**  
**CONSTRUCTION PROJECTS**  
EFFICIENTLY







# PROJECT LABOR AGREEMENTS

are a type of workforce contract  
used in the public and private  
sectors.

## HOW THEY WORK



PLAs ensure that workers are trained, skilled, and qualified.



PLAs set goals for hiring local workers.



PLAs can set targets for securing local business participation.



PLAs create career opportunities for entry-level workers.

# HOW THEY WORK

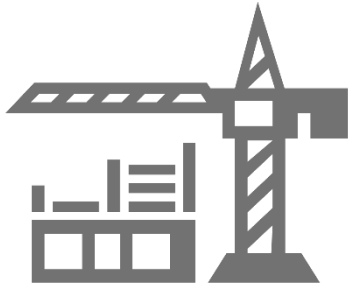


Project Labor Agreements promote:

**CERTAINTY  
TRANSPARENCY  
ACCOUNTABILITY**

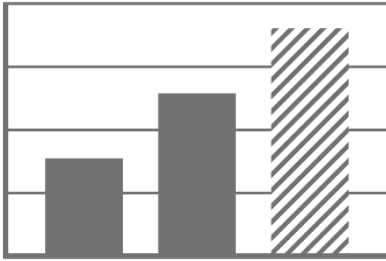


**BENEFITS**



## CERTAINTY

PLAs establish the rules, procedures, and project-specific standards upfront.



## TRANSPARENCY

PLAs ensure that projects are meeting goals and managed efficiently.



## ACCOUNTABILITY

PLAs hold all parties accountable for meeting agreed upon standards, goals, and project management practices, including those set by CA Statue

# BENEFITS



**GOOD FOR  
COMMUNITIES**



**GOOD FOR  
TAXPAYERS**



**GOOD FOR  
BUSINESS**

**BENEFITS**



## HELMETS TO HARD HATS (H2H)

Project Labor Agreements create opportunities for veterans by connecting highly skilled men and women from the Armed Forces to promising construction careers.

Since 2007, there has been confirmed placement of over 22,000 Veterans, many of whom have disabled status, with 2,047 placed in 2016.

A man with a beard and mustache, wearing a white hard hat and an orange safety vest over an orange shirt, is looking directly at the camera. The background shows a construction site with a large building under construction and some scaffolding.

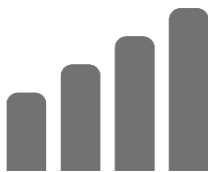
# BENEFITS





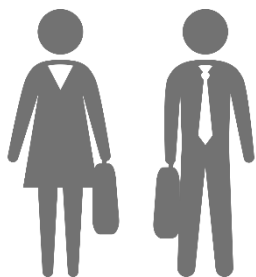
## **KEEPS LOCAL TAX DOLLARS IN THE COMMUNITY**

By creating jobs for local workers and investing in career-development. Money generated from wages has an Economic Development Multiplier of 2.5 and disposable income changes hands on average 12 times.



## **EXPANDS OPPORTUNITIES FOR LOCAL WORKERS AND BUSINESSES**

By increasing access to family-supporting jobs and career training



## **ESTABLISHES A CAREER PATH FOR LOCAL WORKERS**

By providing on-the-job training, allowing local workers to pursue a family-supporting career and be productive and engaged members of their local communities.

# **GOOD FOR COMMUNITIES**



## **DELIVERS PROJECTS ON TIME AND ON BUDGET**

By setting clear expectations and standards upfront. This means construction bids are more accurate and projects are kept on schedule.

### **BUILT USING THE LOWEST RESPONSIBLE BIDDER\***

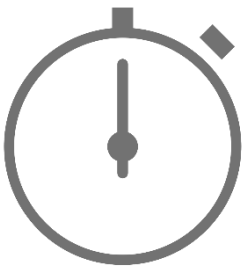
\*Still permits a district the discretionary capacity to deliver projects by any delivery method they choose (Design-Bid-Build, Lease-Leaseback(AB566 2015), Design-Build(AB1358 2015))



## **ENSURES QUALITY AND REDUCES OVERALL COSTS**

By requiring that all workers are properly trained and highly skilled. Projects are built well the first time, with fewer costly change orders.

### **BUILT USING A STREAMLINED, HIGHLY SKILLED WORKFORCE**



## **AVOIDS COSTLY DELAYS**

By enabling better workforce coordination. Projects are managed efficiently and completed on time.

### **BUILT ONCE, BUILT RIGHT**

# **GOOD FOR TAXPAYERS**



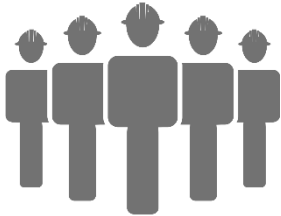


## REQUIRES FAIR AND OPEN COMPETITION

Projects are awarded through a fair, open and competitive process for union and non-union contractors alike.

Public Contract Code Section 2500 – as a result of SB922 (2011) - codifies minimum requirements for basic PLA language text **and** codifies the permissibility of the use of and entrance into such agreements:

*“...permits all qualified contractors and subcontractors to bid for and be awarded work on the project without regard to whether they are otherwise parties to collective bargaining agreements.”*



## PROVIDES EASY ACCESS TO QUALIFIED WORKERS

By creating a pool of well-trained, highly-qualified workers, giving all contractors flexible access to a diverse labor pool. Joint Labor Management Programs train approximately 80,000 apprentices in CA each year, with access to over 300,000 journeyman.



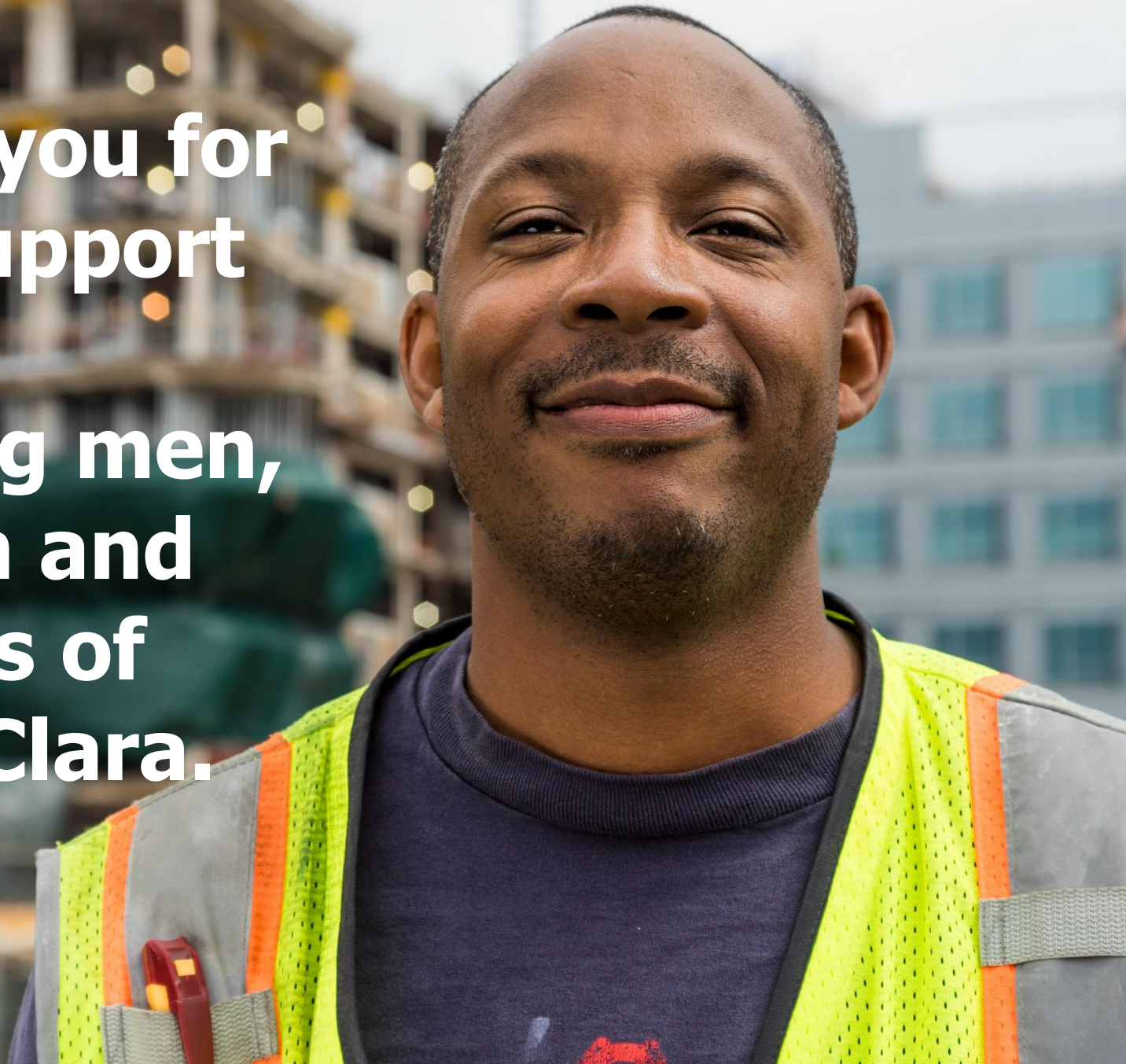
## MANAGES PROJECTS EFFICIENTLY

As a labor management tool, Community Hiring Agreements have received widespread praise in the private and public sectors.

Used in private and public work since the 1930's, the number of agreements in CA has increased by 500%+ since 2008.

# GOOD FOR BUSINESS

**Thank you for  
your support  
of the  
working men,  
women and  
families of  
Santa Clara.**









# BUILDING BETTER COMMUNITIES

## Project Labor Agreements

Good for communities. Good for taxpayers. Good for business.

**Building Trades**  
The outstanding workforce

