

BUILDING BETTER COMMUNITIES

Project Labor Agreements

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

Building Trades
The outstanding workforce



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.

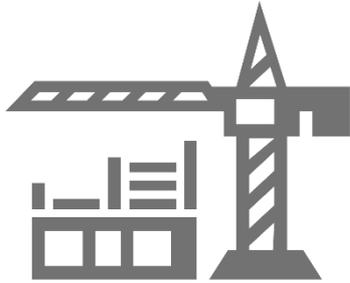
HOW THEY WORK

Project Labor Agreements promote:

CERTAINTY
TRANSPARENCY
ACCOUNTABILITY

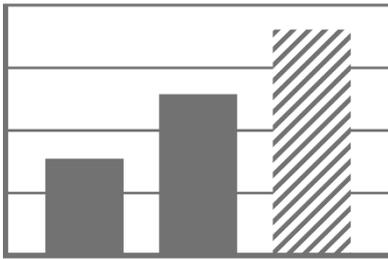


BENEFITS



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.

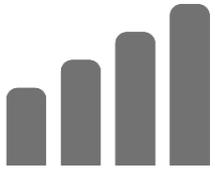


BENEFITS



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*

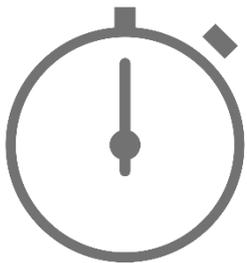
*Still permits a district the discretionary capacity to deliver projects by any delivery method they choose (Design-Bid-Build, Lease-Leaseback(AB566 2015), Design-Build(AB1358 2015))



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

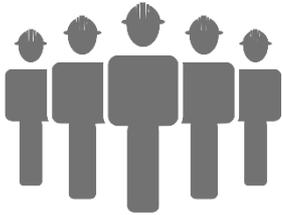


REQUIRES FAIR AND OPEN COMPETITION

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.**





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