



Project Labor Agreement (PLA)/  
Construction Careers Policy (CCP) Report  
Executive Management Committee Item No. \_\_\_\_\_  
January 20, 2022

# PLA/CCP Program Achievements

- **Attainment - Program Inception to Sept 2021**
  - 58.27% Economically Disadvantaged
  - 21.76% Apprentice
  - 10.64% Disadvantaged
- >\$409 Million paid to Targeted Workers \*
  - >\$74 Million paid to Disadvantaged Workers \*
  - >\$116 Million paid to Apprentice Workers\*\*
- Exceeded Targeted/Apprentice/Disadvantaged Worker Goals
- No work stoppages or lockouts

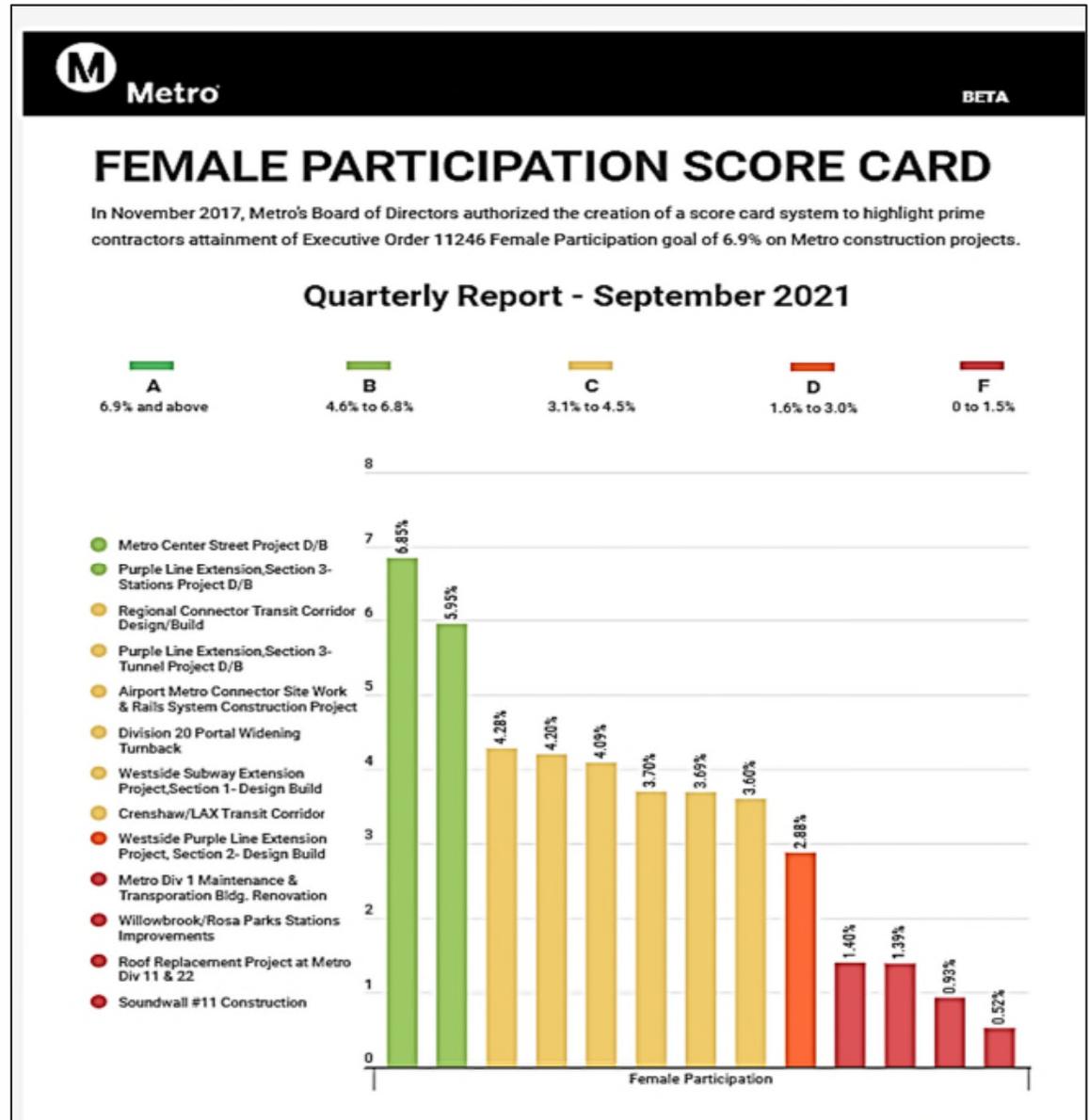
(\*Based on the lowest laborers rate as of June 2017)  
(\*\*Based on the lowest apprentice rate as of January 2017)  
(Workers may fall into multiple categories)

# Prime Contractors

- Metro's mega-project prime contractors are in attendance
- We thank them for their continued partnership in ensuring that Metro's goals are met

# Female Participation Score Card

- ❖ Overall female participation attainment is 3.66%
- ❖ Highest rating as of FY22 Q1 reporting is B grade



# Success Stories

- Over 910 females have worked on Metro active construction projects
- Females that have found success in the construction industry and currently working on Metro projects.
  - Patricia Allen – Miners (WPLE Section 1)
  - Katherine Dillan – Ironworkers (WPLE Section 1)
  - Kimberly Taylor – Gas Tester (WPLE Section 1)
  - Yurvina Hernandez – Apprentice Laborer (WPLE Section 3 Tunnels)
  - Christina Lara – Miner (WPLE Section 3 Tunnels)

# Women in the Trades Action Plan

- Establishing a coordination meeting with the Los Angeles/Orange County Building and Construction Trades Council (LAOCBTC) focusing on increasing female participation in the construction industry and prioritizing the dispatch of female workers on Metro construction projects.
- Metro to plan a Joint Awareness Campaign in collaboration with LAOCBTC, union trades, prime contractors and community-based organization to focus on building future workforce capacity with a special focus on females.
- Collaborate with Women in Non-Traditional Employment Role (WINTER) in seeking grant opportunities to help empower, train, educate and prepare women for transformative careers in the construction industry.
- Consistently support the Women Build Metro LA (WBMLA) events.
- Metro to host an in-person Construction Job Fair in Fall/Summer 2022.



# Workforce Development (Tunnel Workers)

- Laborers' Local 300, in partnership with Metro, strategizing to establish a tunnel worker training program in the Los Angeles region to increase workforce capacity and support the needs of Metro's prime contractors for tunnel workers.
- Focus on outreaching to females and up-skilling existing apprentices for advancement and higher wages.

| <b>General Laborer versus Tunnel Worker Pay Rate</b> |                          |                       |
|--|--------------------------|-----------------------|
|  | <b>Basic Hourly Rate</b> |                       |
| <b>Classification<br/>(Journey person)</b>           | <b>General Laborer</b>   | <b>Tunnel Workers</b> |
| Group I  | \$ 37.43                 | \$ 43.68              |
| Group II   | \$ 37.98                 | \$ 44.00              |
| Group III  | \$ 38.53                 | \$ 44.46              |
| Group IV   | \$ 40.08                 | \$ 45.15              |
| as per 2021 DIR prevailing wage rate                 |                          |                       |

Laborers' International Union (Local 300)

# **Mr. Sergio Rascon**

Laborers' International Union (Local 300)  
Business Manager



Thank you



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