



Manufacturing Careers Policy

Operations, Safety and Customer Service Committee Item #
November 17, 2022



Metro

Metro's Manufacturing Careers Policy

The Manufacturing Careers Policy (MCP) consolidates the administration of the United States Employment Program (USEP) and Local Employment Program (LEP)

USEP: sets-forth specific commitments for creating employment opportunities in the United States in connection with Rolling Stock procurements. USEP is applicable to all of Metro's federally funded rolling stock procurements and related contracts.

LEP: the program to include local/geographic and economic based labor hiring preferences on locally funded Rolling Stock procurements.

Metro's USEP/LEP Program Attainments

7 Active Rolling Stock Contracts include the LEP program

- Over \$20 million of wages & benefit allocated to LEP program on base contracts.
- Additional amount of over \$25 million of wages & benefits on option years (if exercised).
- Over \$14 million investment for local facility investment.
- Disadvantaged Wages Commitments.

2 Closed Rolling Stock Contract include the USEP program

- Over \$180 million of wages & benefits allocated to USEP program.

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The MCP will include additional stipulations such as:

- Lowering the dollar threshold of the procurement size for USEP and LEP applicability, from \$100 million to \$50 million.
- Adding contractual remedies for contractual non-compliance with the USEP or LEP.
- USEP and LEP evaluation mechanism to score all applicable proposal evaluations.
- Adding a retained workers category to provide long-term career opportunities for new hires under the USEP and LEP.



Metro's Manufacturing Careers Policy

Adoption of the MCP is in-line with the Metro Board's approval of a Project Labor Agreement and Construction Careers Policy for its construction contracting program.

The MCP, combined with the PLA and the CCP, ensure that Metro is creating opportunities for disadvantaged workers in sectors in which it is heavily investing: construction contracting and rolling stock manufacturing.



Thank you



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