



Board Report

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**EXECUTIVE MANAGEMENT COMMITTEE
CONSTRUCTION COMMITTEE
NOVEMBER 19, 2015**

SUBJECT: PROJECT LABOR AGREEMENT/CONSTRUCTION CAREERS POLICY (PLA/CCP) REPORT (DATA THROUGH SEPTEMBER 2015), AND 12-MONTH PILOT LOCAL HIRE INITIATIVE

ACTION: RECEIVE AND FILE

RECOMMENDATION

RECEIVE AND FILE update report on the **Project Labor Agreement and Construction Careers policy programs for activity through the quarter ending September 2015.**

ISSUE

In January 2012, the Board approved the Project Labor Agreement with the Los Angeles/Orange Counties Building and Construction Trades Council and the Construction Careers Policy. One benefit of the PLA is to encourage construction employment and training opportunities in economically disadvantaged geographic areas throughout the United States. Another benefit of the PLA is that work stoppages are prohibited.

Consistent with the Board approved PLA and CCP, prime contractors are required to provide monthly reports detailing progress towards meeting the targeted worker hiring goals. Additionally, consistent with Metro's Labor Compliance policy and federal Executive Order 11246, the prime contractors provide Metro with worker utilization data by ethnicity and gender.

The attached report provides the current status (through September 2015) of construction projects subject to the PLA/CCP.

DISCUSSION

There are eight active construction contracts and seven completed contracts, as of September 2015, with the PLA/CCP program requirements.

Project Name:	Prime Contractor:	Targeted Worker Goal (40%)	Apprentice Worker Goal (20%)	Disadvantaged Worker Goal (10%)	** Percentage of Disadvantaged Worker Participation that are in the Criminal Justice System Category
Crenshaw/LAX Transit Corridor	Walsh/Shea Corridor Constructors	59.11%	17.93%	10.18%	43.76%
Regional Connector Transit Corridor	Regional Connector Constructors, JV	58.84%	15.01%	12.64%	57.05%
Westside Subway Extension Project, Section 1 – Design Build	Skanska-Traylor-Shea, JV	68.56%*	21.00%*	0.00%*	0.00%*
Metro Red Line/Metro Orange Line (MRL/MOL) North Hollywood Station West Entrance	Skanska	62.37%	20.24%	14.20%	85.15%
Universal City Pedestrian Bridge	Griffith Company	32.89%	26.62%	10.31%	54.57%
Westside Subway Extension Advanced Utility Relocation (Fairfax Station)	W.A. Rasic	62.34%	20.10%	18.87%	8.77%
Metro Rail Security Kiosks	Icon-West	40.82%	27.18%	21.45%	100%
Westside Extension Project Advanced Utility Relocation (La Cienega Station)	Bubalo Construction	71.76%	14.59%	31.42%	7.87%

* See Narrative below for a detailed discussion of attainments.

In summary, of the eight active construction projects for this reporting period, seven Contractors are exceeding the 40% Targeted Worker goal, seven contractors are exceeding the 10% Disadvantaged Worker goal, and five contractors are achieving the 20% Apprentice Worker goal.

****Percentage of Disadvantaged Worker Participation that have had involvement with the Criminal Justice System Category**

Part of Metro's PLA/CCP workforce requirement is the utilization of Disadvantaged workers on the project. One of the nine criteria for a disadvantaged worker is "having a criminal record or other involvement with the criminal justice system". The data shown above is the percentage of Disadvantaged Workers (based on hours worked) that have criminal records or involvement with the criminal justice system and were given the opportunity to work in Metro's PLA/CCP projects.

Currently Active Contracts

Crenshaw/LAX Transit Corridor Project
Prime: Walsh/Shea Corridor Constructors

The Crenshaw/LAX Transit Corridor project contractor has completed 33.52% of the estimated construction work hours for this project. The contractor is currently exceeding the Targeted Worker goal at 59.11%, Disadvantaged Worker goal at 10.18% and the minority participation percentage goals, but not meeting the 20% Apprentice Worker goal at 17.93%% and the 6.90% Female Participation goal at 2.49%. The attainment for the 20% Apprentice Worker goal is based on total apprentice-able hours. The contractor has submitted a plan and schedule indicating that the apprentice goal for this project should be achieved in the middle of 2017. Staff will continue to work closely with the contractor towards meeting all worker goals for this project. No labor related work stoppages have occurred on this contract.

Regional Connector Transit Corridor
Prime: Regional Connector Constructors, Joint Venture

The Regional Connector Transit Corridor Project is underway and only 1.72% of the estimated construction work hours for this project have been performed. The contractor is currently exceeding the Targeted Worker goal at 58.84%, Disadvantaged Worker goal at 12.64% and the minority participation percentage goals, but the contractor is not meeting the 20% Apprentice Worker goal at 15.01% and the 6.90% Female Participation goal at 4.77%. The attainment for the 20% Apprentice Worker goal is based on total apprentice-able hours. This project is still in the design-phase with limited construction activities and attainment is in line with the contractor's submitted Employment Hiring Plan which states that the Apprentice Worker goal will be met in mid-2016. No labor related work stoppages have occurred on this contract.

Westside Subway Extension Project, Section 1 Design-Build
Prime: Skanska-Traylor-Shea, a Joint Venture (STS)

The Westside Subway Extension Project, Section 1 is underway and only 0.18% of the estimated construction work hours for this project have been performed. This project is in the early stage of design-phase with limited construction, and as such, is not representative of typical trades and hours that will be performed on the project. The contractor is currently exceeding the Targeted Worker goal at 68.56%, Apprentice Worker goal at 21%, Female Participation goal at 8.83% and the minority participation percentage goals, but not meeting the 10% Disadvantaged Worker goal at 0.00%. The attainment for the 20% Apprentice Worker is based on total apprentice-able hours. The attainments are in line with the contractor's submitted Employment Hiring Plan which states compliance with all PLA/CCP workforce goals will be met in Mid-2018. No labor work stoppages or grievances have occurred on this contract.

Metro Red Line/Metro Orange Line (MRL/MOL) North Hollywood Station West Entrance
Prime: Skanska

The Metro Red Line/Metro Orange Line (MRL/MOL) North Hollywood Station West Entrance project contractor has completed 61.83% of the estimated construction work hours on this project. The contractor is currently exceeding the Targeted Worker goal at 62.37%, Apprentice Worker Goal at 20.24%, Disadvantaged Worker goal at 14.20%, Female Participation goal at 8.88% and the minority participation percentage goals. The attainment for the 20% Apprentice Worker goal is based on total apprentice-able hours. For this reporting cycle, Contractor has met all PLA/CCP workforce provisions. No labor related work stoppages or grievances have occurred on this contract.

Universal City Pedestrian Bridge
Prime: Griffith Company

The Universal City Pedestrian Bridge project contractor has completed 85.06% of the estimated construction work hours on this project. The contractor is currently exceeding the Apprentice Worker goal at 26.62%, Disadvantaged Worker goal at 10.31% and the minority participation percentage goals, but not meeting the 40% Targeted Worker goal at 32.89% and the 6.90% Female Participation goal at 2.07%. The attainment for the 20% Apprentice Worker goal is based on total apprentice-able hours. Metro has issued several Notices of Non-Compliance to the Contractor for low attainment on the Targeted Worker goal and will keep the Board updated on the Contractor's progress. No labor related work stoppages have occurred on this contract.

Westside Subway Extension Advanced Utility Relocation (Fairfax Station)

Prime: W.A. Rasic

The Westside Subway Extension Advanced Utility Relocation - Fairfax Station project contractor has completed 98.29% of the estimated construction work hours on this project. The contractor is currently exceeding the Targeted Worker goal at 62.34%, Apprentice Worker goal at 20.10%, Disadvantaged Worker goal at 18.87% and the minority participation percentage goals, but not meeting the 6.90% Female Participation goal at 2.36%. The attainment for the 20% Apprentice Worker goal is based on total apprentice-able hours. No labor related work stoppages have occurred on this contract.

Metro Rail Security Kiosks

Prime: Icon-West

The Metro Rail Security Kiosks project contractor has completed 67.29% of the estimated construction work hours on this project. The contractor is currently exceeding the Targeted Worker goal at 40.82%, Apprentice Worker goal at 27.18%, Disadvantaged Worker goal at 21.45% and the minority participation percentage goals, but not meeting the 6.90% Female Participation goal at 0.00%. The attainment for the 20% Apprentice Worker goal is based on total apprentice-able hours. No labor related work stoppages or grievances have occurred on this contract.

Westside Extension Project Advanced Utility Relocation (La Cienega)

Prime: Bubalo Construction

The Westside Extension Project Advance Utility Relocation project contractor has completed 35.19% of the estimated construction work hours on this project. The contractor is currently exceeding the Targeted Worker goal at 71.76%, Disadvantaged Worker goal at 31.42%, and the minority participation percentage goals, but not meeting the 20% Apprentice Worker goal at 14.59% and the 6.90% Female Participation goal at 0.52%. The attainment for the 20% Apprentice Worker goal is based on total apprentice-able hours. Contractor has submitted an updated Employment Hiring Plan indicating that attainment on the Apprentice Worker goal will be met by the end of 2015. No labor related work stoppages or grievances have occurred on this contract.

Completed Contracts

Completed Projects:	Prime Contractor:	Targeted Worker Goal (40%)	Apprentice Worker Goal (20%)	Disadvantaged Worker Goal (10%)	*Percentage of Disadvantaged Workers that are in the Criminal Justice System Category
Crenshaw Advanced Utility Relocation Project	Metro Builders	61.41%	13.84%	21.08%	2.90%
Westside Subway Extension Advanced Utility Relocation	Metro Builders	67.47%	11.12%	11.08%	0.00%
Westside Subway Exploratory Shaft	Innovative Construction Solutions	50.88%	75.05%	11.23%	96.23%
Regional Connector Transit Corridor Adv. Utility Relocation	Pulice Construction	51.61%	21.37%	22.83%	28.39%
CNG Emergency Generator Division 7 & 8	Taft Electric	46.42%	25.51%	39.08%	39.48%
Division 13 CNG Fueling Facility, Design/Build/Operate	Clean Energy	67.54%	20.17%	60.72%	49.48%
Metro Blue Line Stations Refurbishments	S.J. Amoroso	56.01%	26.10%	13.62%	28.03%

Crenshaw Advanced Utility Relocation Project
Prime: Metro Builders

The Crenshaw Advanced Utility Relocation project is 100% complete as of September 2014. Final reporting shows the Targeted Worker attainment at 61.41%, Disadvantaged Worker attainment at 21.08% and the minority participation percentage goals were attained, but the contractor did not meet the 20% Apprentice Worker goal at 13.84% and the 6.90% Female Participation goal at 0.52%. The attainment for the 20% Apprentice worker goal is based on total apprentice-able hours. Metro staff met with the contractor in January 2015, and executed a special assessment for not meeting the apprentice goal for this project. The contractor complied with Metro's special assessment and this issue is closed.

Westside Subway Extension Advanced Utility Relocation

Prime: Metro Builders

The Westside Subway Extension Advanced Utility Relocation project is 100% complete as of October 2014. Final reporting shows the Targeted Worker attainment at 67.47%, Disadvantaged Worker attainment at 11.08%, Female Participation attainment at 7.48% and the minority participation percentage goals were attained, but the contractor did not meet the 20% Apprentice Worker goal at 11.12%. The attainment for the 20% Apprentice worker goal is based on total apprentice-able hours. Metro staff met with the contractor in January 2015, and executed a special assessment for not meeting the apprentice goal for this project. The contractor complied with Metro's special assessment and this issue is closed.

Westside Subway Exploratory Shaft

Prime: Innovative Construction Solutions (ICS)

The Westside Subway Extension Exploratory Shaft project is 100% complete as of October 2014. Final reporting shows the Targeted Worker attainment at 50.88%, Apprentice Worker attainment at 75.05%, Disadvantaged Worker attainment at 11.23% and the minority participation percentage goals were attained, but the contractor did not meet the 6.90% Female Participation goal at 0.42%. The attainment for the 20% Apprentice worker goal is based on total apprentice-able hours. No work stoppages or grievances occurred on this project.

Regional Connector Transit Corridor Advanced Utilities Relocation

Prime: Pulice Construction

The Regional Connector Transit Corridor Advanced Utilities Relocation project was terminated for convenience in April 2015 and is now closed. Final reporting shows the Targeted Worker attainment at 51.61%, Apprentice Worker attainment at 21.37%, Disadvantaged Worker attainment at 22.83% and the minority participation percentage goals were attained, but the contractor did not meet the 6.90% Female Participation goal at 2.57%. No work stoppages occurred on this project.

CNG Emergency Generator Division 7 and 8

Prime: Taft Electric

The CNG Emergency Generator Division 7 and 8 project is 100% complete as of May 2015. Final reporting shows the Targeted Worker attainment at 46.42%, Apprentice Worker attainment at 25.51%, Disadvantaged Worker attainment at 39.08% and the minority percentage goals were attained, but the contractor did not meet the 6.90% Female Participation goal at 4.68%. The attainment for the 20% Apprentice worker goal is based on total apprentice-able hours. No work stoppages or grievances occurred on this project.

Division 13 CNG Fueling Facility, Design/Build/Operate
Prime: Clean Energy

The Division 13 CNG Fueling Facility, Design/Build/Operate project contractor is 100% complete as of June 2015. Final reporting shows the Targeted Worker attainment at 67.54%, Apprentice Worker attainment at 20.17%, Disadvantaged Worker attainment at 60.72% and the minority percentage goals were attained, but the contractor did not meet the 6.90% Female Participation goal at 1.69%. The attainment for the 20% Apprentice worker goal is based on total apprentice-able hours. No work stoppages or grievances occurred on this project.

Metro Blue Line Station Refurbishments
Prime: S.J. Amoroso

The Metro Blue Line Station Refurbishments project contractor is 100% complete as of August 2015. Final reporting shows the Targeted Worker attainment at 56.01%, Apprentice Worker attainment at 26.10%, Disadvantaged Worker attainment at 13.62% and the minority percentage goals were attained, but the contractor did not meet the 6.90% Female Participation goal at 0.48%. The attainment for the 20% Apprentice Worker goal is based on total apprentice-able hours. No work stoppages occurred on this contract.

FEMALE UTILIZATION UPDATE:

Below is a female utilization participation report on Metro's PLA/CCP projects to track progress. Shown below is a chart of the number of cumulative female workers on active PLA/CCP projects within the last three months as requested at the July 2015 Committee meeting.

Project Name:	Prime Contractor:	No. of Female Workers July 2015	No. of Female Workers August 2015	No. of Female Workers September 2015
Crenshaw/LAX Transit Corridor	Walsh/Shea Corridor Constructors	43	49	51
Regional Connector Transit Corridor	Regional Connector Constructors, JV	6	7	7
Westside Subway Extension Project, Section 1	Skanska-Traylor-Shea, JV	No data reported	No data reported	2
Metro Red Line/Metro Orange Line (MRL/MOL) North Hollywood Station West Entrance	Skanska	3	3	4
Universal City Pedestrian Bridge	Griffith Company	3	3	5
Westside Subway Extension Advanced Utility Relocation (Fairfax Station)	W.A. Rasic	2	2	2
Metro Rail Security Kiosks	Icon-West	0	0	0
Westside Extension Project Advanced Utility Relocation (La Cienega Station)	Bubalo Construction	1	1	2

In an effort to increase female participation within Metro's PLA/CCP projects which has averaged 2.76% for all active PLA/CCP projects, staff is currently coordinating the following efforts:

- Metro has convened a Women Build METRO LA Committee to develop strategies and outreach activities to highlight the need for women in the construction industry, with emphasis on the opportunities and assistance that is available. The taskforce membership includes: LA/OC Building Construction Trade Council Executive Secretary, Ron Miller, IBEW Vice President Jane Templin, UNITEHERE President, Maria Elena Durazo, Women in Non-Traditional

Employment Roles (WINTER), National Association of Women in Construction (NAWIC), Prime Contractors, Jobs Coordinators and others. The group has agreed to present a female-

centric event, featuring women in the Trades and women in managerial ranks. The main target audience will be women who have demonstrated an interest in construction and are actively pursuing a career. Training coordinators will be on hand to accept applications and to speak directly to women who attend the event. Young men who attend will be welcome to participate, as will people seeking information about construction as a career option. The event will be titled "Women Building Metro L.A." and is scheduled to take place in November 2015.

- Metro staff has convened a taskforce to develop an Apprenticeship Prep training program in conjunction with Los Angeles Trade Technical College. The taskforce consist of the Vice President of Academic Affairs & Workforce Development of Los Angeles Trade Technical College, Prime Contractor representatives and Metro staff.
 - Prime Contractors have committed to assist in providing employment opportunities to graduates of this Apprenticeship Prep training program.
 - The 1st Apprenticeship Prep training program is scheduled to take place during the Winter of 2015.
 - Recruitment for this training program will be focused primarily on women interested in starting a career in the construction industry.
- As part of a continuing effort to introduce the entire gamut of the construction industry to young girls, DEOD will host a group as part of a larger program, entitled Girls Build LA. This is part of a Metro-wide team effort and we have committed to present a panel of women who are successful Tradeswomen to discuss the benefits of being part of a construction related union. Further, the panel will include women who have chosen a career in project management, engineering and other areas of interest.

The focus of the panel will be to impart to the young women what it takes to be successful in the industry, and what things the women wish they had known when they were the age of the members of Girls Build LA. The session will include a question and answer period and a site tour, as appropriate.

Staff will provide updates as these programs are further developed.

PILOT LOCAL HIRE INITIATIVE

In March 2015, the U.S. Department of Transportation (DOT) announced an initiative to permit, on an experimental basis, Federal Highway Administration (FHWA) and Federal Transit Administration (FTA) recipients and sub-recipients the ability to utilize previously disallowed local/geographic-based labor hiring preferences and economic-based labor hiring preferences on Construction and Rolling Stock projects. This initiative will be carried out as a pilot program for a period of 1 year unless extended under the FHWA and FTA's existing Authorities. The Pilot initiative may be implemented

immediately on federally funded Construction projects.

As of this quarterly reporting period, there is currently one construction project that is active and subject to the Pilot Local Hire Initiative;

- C0991 Division 16 - Southwestern Yard (contract amount of \$172mil)

This requirement was included in the solicitation for the Westside Purple Line Extension Section 2 design build contract. Staff is continually monitoring federally funded PLA/CCP covered projects awarded during the “Pilot Local Hire Initiative” implementation period and will report any additional projects subject to the Local Hire Initiative Program to the Board.

Metro received DOT and FTA approval on September 30, 2015 to use Metro’s Local Employment Program (LEP) on four (4) Rolling Stock procurements. The Local Employment Program may only be applied on an experimental basis on Metro’s New Heavy Rail Car, New Bus Buy and two Rail Car Overhaul solicitations. The FTA’s approval also contained specific conditions that limit the Local Employment Program to a voluntary program. This means that the program cannot be used to determine responsiveness to the solicitation or as a basis for award. Nonetheless, the Local Employment Program will provide Proposers with an opportunity to receive up to 5% additional preferential scoring points if new jobs are committed as part of their proposal.

The FTA’s approval also modified the definition of how Metro may define its geographical preference for new jobs and facility improvements for the New Heavy Rail Car and New Bus RFPs. For those two procurements the definition of local employment will include anywhere in the State of California. For the two rail vehicle overhaul projects the FTA will allow Metro to limit the geographical preference for new job creation to Los Angeles County.

Proposers that volunteer to participate in Metro’s Local Employment Program and who commit to new job local job creation must also commit to hiring a minimum of 10% of their new work force as Disadvantaged Workers. The targeted hiring requirement will be a condition for obtaining any preferential scoring points.

Currently, the New Heavy Rail Car RFP is due November 30, 2015, and A650 Red Line Car Overhaul RFP was due October 16, 2015. The P2000 light Rail Car Overhaul RFP is due January 7, 2016. All three procurements are in Black-out. The New Bus Buy will be issued sometime in Spring 2016.

Staff will continue to report on the “Pilot Local Hire Initiative” on a quarterly basis as part of the Project Labor Agreement/Construction Careers Program quarterly updates.

OUTREACH

In efforts to attain the highest percentages of Targeted, Apprentice and Disadvantaged Workers on PLA/CCP projects, and to keep the community informed of opportunities, the contractors and DEOD participated and/or coordinated the following outreach efforts during this reporting period:

- Updated Metro’s Federal Legislative Programs to request more stringent rules and local

enforcement capabilities regarding employment of women and under-represented minorities in construction.

- Daily/Weekly/bi-weekly meetings with outreach team, contractor, elected staffers and/or community representatives.
- Presentation at the Los Angeles County Jail on Metro's PLA/CCP workforce initiatives held on June 2, 2015.
- "10,000 Strong" Veterans Career Summit held on July 14, 2015.
- Flintridge Center Apprenticeship Preparatory Graduation Ceremony held on August 6, 2015.
- 3rd Annual Veterans Economic Summit Job Fair held on August 7, 2015.
- Inaugural Career and Resources Fair for Veterans held on August 21, 2015.
- Site tour and meeting with Brothers' Keeper Training Program (Carpenters Union Pre-Apprenticeship Training Program) held on September 30, 2015
- Women Build METRO LA event scheduled for November 17, 2015.

NEXT STEPS

Staff will continue to monitor and assist Contractors with hiring efforts, and will enforce compliance as necessary.

ATTACHMENTS

A. PLA/CCP Report, Data Through September 2015

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