



Board Report

File #: 2023-0523, **File Type:** Informational Report

Agenda Number:

CONSTRUCTION COMMITTEE SEPTEMBER 21, 2023

SUBJECT: PROJECT LABOR AGREEMENT/CONSTRUCTION CAREERS POLICY (PLA/CCP)

ACTION: RECEIVE AND FILE

RECOMMENDATION

RECEIVE AND FILE status update on the Project Labor Agreement and Construction Careers Policy programs through the quarter ending June 2023.

ISSUE

In January 2012, the Board approved the Project Labor Agreement (PLA) with the Los Angeles/Orange Counties Building and Construction Trades Council and the Construction Careers Policy (CCP), with a subsequent renewal in January 2017. The PLA/CCP encourages construction employment and training opportunities for members of economically disadvantaged areas throughout the United States on Metro's construction projects. An added value of the PLA is that work stoppages are prohibited.

In addition, Metro's PLA/CCP provides equitable opportunities for the historically underserved population, including women with high-wage career opportunities in the construction industry.

BACKGROUND

Consistent with the Board approved PLA and CCP (PLA/CCP), prime contractors are required to provide Metro with monthly reports detailing progress towards meeting the targeted worker hiring goals. Additionally, consistent with Metro's Labor Compliance policy and federal Executive Order 11246 (EO 11246), the prime contractors provide Metro with worker utilization data by ethnicity and gender. In accordance with EO 11246, Metro's program-wide goal for female participation in PLA/CCP construction projects is 6.90%.

DISCUSSION

Metro's PLA/CCP provides training and employment opportunities in the construction industry to individuals from economically disadvantaged areas and individuals that are socially barriered. As of this reporting period, over \$524 million in wages have been paid to individuals residing in

economically disadvantaged areas, and over \$98 million in wages paid to disadvantaged individuals.

This report provides a status update on the construction contracts covered by the PLA/CCP, including an overview of the Diversity and Economic Opportunity Department (DEOD) staff's efforts on female participation. This report provides an update on the PLA/CCP through the quarter ending June 2023 (Attachment A).

A. PLA/CCP Status Update

As of June 2023, there are 17 active construction contracts with PLA/CCP program requirements, including ten contracts subject to the Local Hire Initiative. 15 contractors exceeded the 40% Local Worker/Targeted Goal, six exceeded the 20% Apprentice Worker Goal, and twelve exceeded the 10% Disadvantaged Worker Goal. Thirty-one completed construction contracts were subject to the PLA/CCP. Overall (aggregate), PLA/CCP program-wide attainment of the three workforce goals has been met and exceeded.

The following table represents the active construction projects as of the June 2023 quarterly reporting period.

Projects Subject to Local Hire Initiative

Project Name	Prime Contractor	Project Completion Percent	Local Worker Goal (40%)	Apprentice Worker Goal (20%)	Disadvantaged Worker Goal (10%)	Female Utilization Goal (6.9%) & Grade	Percentage of Disadvantaged Worker Participation that are in the Criminal Justice System (*)
Westside PLE Project, Section 2 – D/B	Tutor Perini/O&G, JV	54.28%	41.30%	16.18%	9.48%	2.75% = D	56.95%
Purple Line Ex. Sec 3 – Tunnels Project	Frontier Kemper/Tutor Perini Corp.	96.37%	43.03%	18.03%	10.22%	3.61% = C	48.83%
Soundwall #11 Construction	Powell Constructors, Inc.	99.86%	42.24%	19.72%	10.86%	0.57% = F	70.06%
Div. 20 Portal Widening Turnback Project	Tutor Perini Corp.	86.19%	46.77%	18.69%	12.95%	6.38% = B	47.54%
Metro Center St. Project	SJ Amoroso Construction	52.63%	51.25%	26.21%	11.57%	1.22% = F	60.87%
Airport Metro Connector Transit Station	Tutor Perini Corp.	42.98%	46.45%	17.46%	9.30%	3.66% = C	56.32%
Division 20 TPSS (PWT 2)	C3M Power Systems	39.15%	23.92%	18.48%	0.00%	0.00% = F	0.00%
Crenshaw/LAX Construction Punch Out Work	Griffith Company	46.48%	40.56%	25.16%	15.03%	0.00% = F	85.45%
Harbor Gateway Transit Center Electric Charging Station	Pro-Cal Lighting, Inc.	12.32%	51.64%	25.76%	0.00%	0.00% = F	0.00%
ESFV Adv. Utility Adjustment/DWP	W.A. Rasic Company	17.75%	13.94%	4.97%	9.74%	0.00% = F	44.97%

Please refer to Attachment A (PLA/CCP Brochure) for additional information on each project.

Project Completion Percent is based on estimated work hours as provided by the Prime.

Projects subject to Targeted Hire/National

Project Name	Prime Contractor	Project Completion Percent	Targeted Worker Goal (40%)	Apprentice Worker Goal (20%)	Disadvantaged Worker Goal (10%)	Female Utilization Goal (6.9%) & Grade	Percentage of Disadvantaged Worker Participation that are in the Criminal Justice System (*)
Crenshaw/LAX Transit Corridor	Walsh/Shea Constructors	99.89%	60.10%	23.45%	10.29%	3.61% = C	34.46%
Regional Connector Transit Corridor	Regional Connectors, JV	99.15%	62.84%	20.07%	10.49%	4.07% = C	73.09%
Westside Subway Extension Project, Sec 1	Skanska-Taylor-Shea, JV	93.77%	63.15%	19.99%	12.32%	3.91% = C	82.45%
Purple Line Ext. Sec. 3 – Stations Project	Tutor Perini/O&G, JV	26.06%	61.19%	13.31%	10.86%	3.44% = C	81.52%
1 st /Central Street Eastside Access Improv Project (EAIP)	Griffith Company	98.70%	64.76%	19.06%	13.72%	7.47% = A	97.93%
Rail to Rail Active Transportation Corridor	Griffith Company	37.15%	64.01%	22.02%	11.39%	6.73% = B	15.72%
Rosecrans/Marquardt Grand Separation Project	Flatiron	62.85%	54.99%	15.96%	10.72%	0.00% = F	100.00%

Please refer to Attachment A (PLA/CCP Brochure) for additional information on each project.

Project Completion Percent is based on estimated work hours as provided by the Prime.

*Part of Metro’s PLA/CCP workforce requirement is the utilization of disadvantaged workers on projects. 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 in the table above (last column) is the percentage of Disadvantaged Workers (based on hours worked) that have criminal records or involvement with the criminal justice system and that have worked or are actively working on Metro’s PLA/CCP projects.

Female Workers on Active Construction Projects

In November 2017, the Metro Board of Directors (Board) approved a motion to encourage contractors on Metro construction projects to increase the participation of women by meeting or exceeding the nationwide female participation goal of 6.9% as set forth by Executive Order 11246.

Included in the motion is the creation of a report card/score card system reflecting the attainment of the female participation goals for Metro Project Labor Agreement/Construction Careers Policy contractors that is aimed at encouraging contractors to exceed the 6.9% female participation goal.

Below is the Female Participation Score Card as of June 2023.



FEMALE PARTICIPATION SCORE CARD

In November 2017, Metro's Board of Directors authorized the creation of a score card system to highlight prime contractors attainment of Executive Order 11246 Female Participation goal of 6.9% on Metro construction projects.

Quarterly Report - June 2023

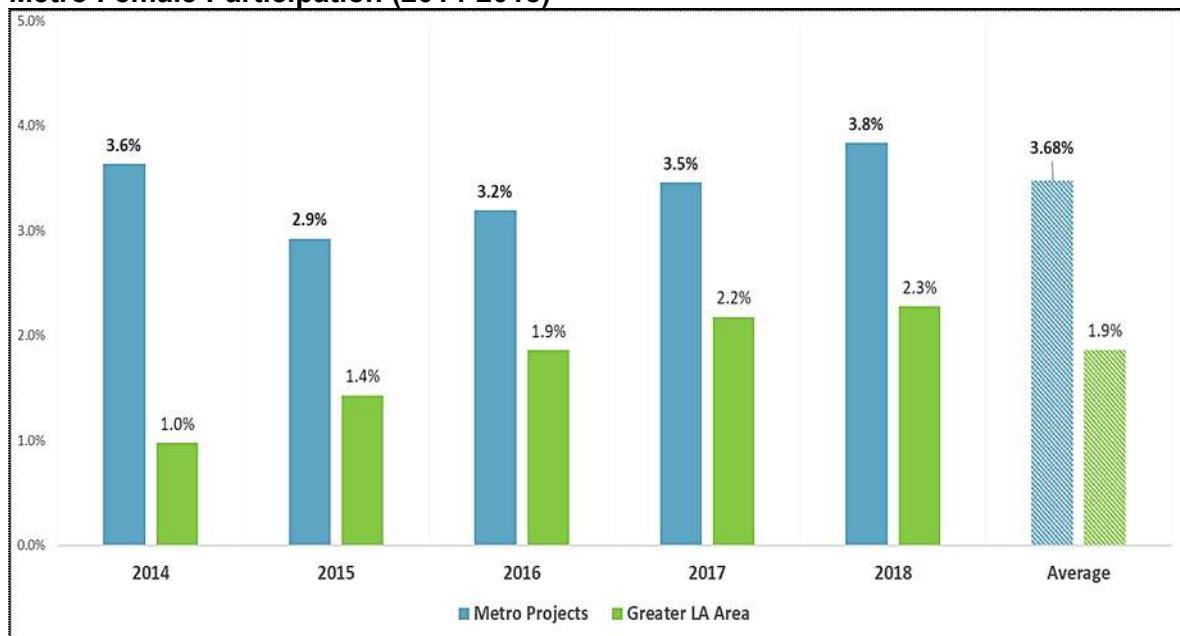


The average female participation in Metro construction projects is at 3.70% of total work hours, which is higher compared to less than 2.0% on other non-Metro public works construction projects in the region. The national average for women in construction is below 3.0%.

The following chart represents Metro female participation by year compared to other non-Metro

projects in the region.

Metro Female Participation (2014-2018)



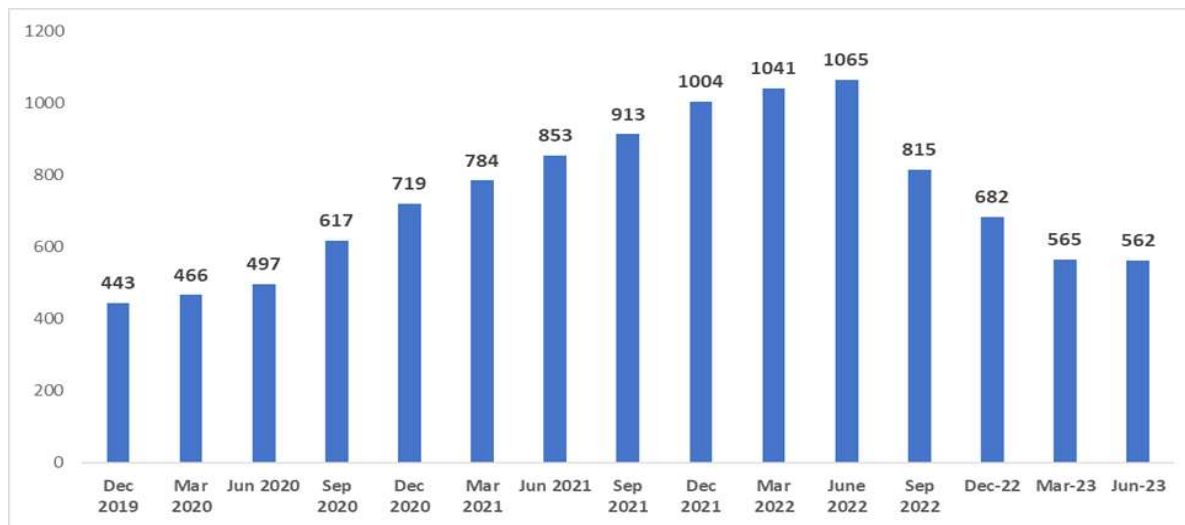
Source: Estolano Lesar

Advisors - Disparity Study

Staff understands the importance of increasing female participation in Metro’s projects for equity and workforce availability reasons and is actively taking measures to increase and create opportunities.

Below is a chart of the no. of females within the last three years on construction projects.

No. of females on Metro projects



Source: As reported by

the prime contractors. This table counts each individual tradeswomen only once (no double counting), even if an individual worked on multiple projects.

As of this reporting period, the number of female workers on Metro projects has decreased due to the completion of Crenshaw/LAX Transit Corridor and Regional Connector Transit Corridor projects.

Staff is currently working with the unions and jobs coordinators to refer females who recently completed their work assignments and are out of work to other active Metro construction projects.

Staff continues to focus on strategies to support the outreach, recruitment, and retention of women into the trades focusing on Metro’s PLA/CCP construction projects. Listed below are strategies implemented to increase female participation in Metro’s construction projects.

- Female Participation Score Card - Staff continues to grade each contractor’s performance quarterly by using a score card that reflects percentages of females hired by Metro’s contractors to encourage meeting the 6.9% goal.
- Periodic Jobs Coordinator meetings - Staff conduct periodic meetings with job coordinators to discuss best practices and identify outreach and recruitment opportunities. The last meeting focuses on female recruitment and referral into union boot-camps or pre-apprenticeship programs.
- Transition Coordination - Staff continues to assist female workers transitioning to other active or upcoming Metro projects as projects near the end of construction.
- Notice to Prime Contractors - Staff continues to issue notices to prime contractors not meeting the female participation goal at 25%, 50%, and 75% project completion.
- Women in the Trades Resource Guide - Staff developed a comprehensive guide to recruit, employ and retain women in construction careers to assist prime contractors in recruiting female workers.

- Collaboration with Unions - Staff has established a collaboration with the Laborers Union and Southwest Regional Council of Carpenters to directly refer female workers to the apprenticeship program. Upon completion, participants are referred to Metro's contractors for employment opportunities.
- Outreach - Staff continues to outreach to community-based organizations, pre-apprenticeship schools, and building trades to promote and increase female recruitment in the construction industry. As of this reporting period, staff participated in four job fairs with over fifteen females referred to job coordinators for pre-apprenticeship programs.
- Partnership with the Los Angeles/Orange County Building and Construction Trades Council (LAOCBTC) and the Executive Secretary to focus on increasing female participation in the construction industry, including prioritizing and dispatching female workers on Metro construction projects.
- Metro participated in the Female Build Nation conference sponsored by the National Association of Building Trades (NABTU) and presented Metro's infrastructure projects to recruit active females in the construction industry to work on Metro construction projects.

In addition, the following are strategies under development to support and increase female participation in Metro's projects.

- Metro and Laborers Union (Local 300) are collaborating to establish a tunnel worker training facility in the LA region. Currently, the only training facility for tunnel workers is in Seattle, Washington, which creates a hardship for local individuals to participate. Establishing a local tunnel worker training facility will help fulfill the LA region's need for tunnel workers, with priority given to females interested in starting as tunnel/miner workers. As of this reporting period, the following efforts have been made.
 - Laborers Training School has started a safety training class as a pre-requisite course prior to the actual tunnel training class.
 - Laborers Training School is in the process of finalizing the curriculum in partnership with Washington State University for the tunnel training school.
 - Metro to provide financial support for the startup of the tunnel worker training for the purchase of PPE and other needed equipment.
 - Target date for the start of the tunnel worker training 1st quarter of calendar 2024.

- Metro to launch a Joint Awareness Campaign in collaboration with LAOCBTC, union trades, prime contractors, and community-based organizations to build future workforce capacity with a special focus on females.
 - Launch a website connecting females to pre-apprenticeship training sponsored by LAOCBTC by the end of Winter 2023.
- Consistently support the Women Build Metro LA (WBMLA) events. The WBMLA events are geared to introduce the construction career path for women throughout Los Angeles County. Staff has invited Metro's prime contractors to participate and recruit females interested in starting a career in construction.
- Collaborate with Women in Non-Traditional Employment Roles (WINTER) to continuously seek grant opportunities to help empower, train, educate, and prepare women for transformative careers in the construction industry. In addition, Metro shall provide continuous employment referrals to female graduates of WINTER on Metro project sites.
- Further collaborate with the LA County Department of Economic Opportunity (DEO) in recruiting females interested in starting a career in construction and establishing an ongoing referral system of individuals to pre-apprenticeship programs available through the LA County DEO network of services.
- Collaborate with the Workforce Initiative Now Los Angeles (WIN-LA) on hosting a pre-apprenticeship training for underserved individuals with a special focus on females interested in starting a career in construction.
- Collaborate with Associated General Contractors of California (AJC-CA) related to the recruitment, referrals into training opportunities, and union sponsorship of local workers in the construction industry.

Furthermore, staff will continue to provide ongoing assessment of the female participation score card, monitoring of contractor's performance, and recognition of contractors that successfully meet or exceed the 6.9% goal or demonstrate highly commendable efforts in the recruitment, retention, and/or professional development of women on Metro's construction projects.

Status Update on Board Motion 29

At the February 2023 meeting, the Board approved Motion 29 by Directors Horvath, Mitchell, Bass, Hahn, and Dupont-Walker that directs the Chief Executive Officer to:

- A.) Commission a refresh on the construction workforce disparity study and report back on findings and recommendations of the study in September 2023 (with the understanding that the disparity study might still be in progress).

- B.) Report back on the potential application of cultural competency requirements in contractor and staff training related to working with historically underutilized populations in the trades, with a focus on tradeswomen, as well as similar qualitative metrics that can be used in Metro's proposal evaluation and contracting processes; and
- C.) Report back on the feasibility of creating bid preference incentives that can be applied to increase the number of women working on Metro funded construction projects, while not compromising the Agency's race conscious contracting goals, including but not limited to: the history of a contractor's compliance with Metro's Female Utilization Goal; supporting working parents with the availability of dependent care spending account benefits in addition to access to child care; and working with organizations such as Women In Non-Traditional Employment Roles (WINTER) to apply best practices in future contracts, etc.

Staff is currently working on commissioning a third-party consultant with the following timeline for completion:

- Statement of Work - Completed in May 2023
- Metro VCM to issue solicitation by August 2023
- Proposal due by October 2023
- Proposal evaluation to be completed by November 2023
- Contract approval and award by December 2023

Upon award of the contract, the period of performance to complete the Construction Disparity Study is seven months and expected to have a full report submitted to Metro by August 2024. Staff shall report back to the Board the results and findings of the study in October/November 2024.

IMPLEMENTATION OF STRATEGIC PLAN GOALS

Metro's Project Labor Agreement/Construction Careers Policy (PLA/CCP) supports strategic plan goal #3 to enhance communities and lives through mobility and access to opportunity.

EQUITY PLATFORM

Metro's Project Labor Agreement and Construction Careers Policy continue to create employment opportunities for marginalized and vulnerable community members in the construction industry for workers with historical barriers to employment. In addition, through Executive Order (EO) 11246, Metro strives to diversify the workforce on construction projects to improve access to career opportunities and serve as a catalyst for improving the socio-economic status of minorities and women.

As of this reporting period, 15 active PLA/CCP construction projects have exceeded the minority

participation goal of 28.30%. Metro has continued ongoing efforts undertaken by staff to increase female participation, including outreach to women in construction to obtain insight and best practices for contractors and female workers in the construction industry (details in Attachment B). In addition, Metro helps the Construction Building Trades unions to increase their female membership by encouraging contractors to hire/sponsor females into the construction trades. Staff attributes these strategies to contribute to an average female participation rate in Metro construction projects (3.70%) that is higher than historical participation rates in other non-Metro public works construction projects in the region (less than 2%) and the national average for women in construction (less than 3%). In addition, staff monitors each project female attainment on a monthly basis and provides assistance to contractors to continually increase female participation.

NEXT STEPS

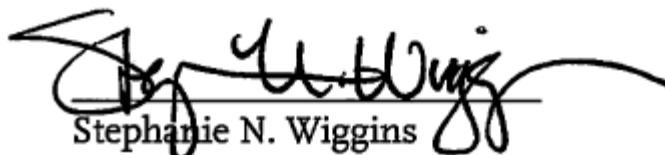
DEOD staff will continue to monitor the contractors' efforts and initiate the various strategies and activities as outlined in this report. Staff will continue to monitor and deliver best practices, initiatives, and outreach efforts to promote awareness, engagement, and participation in construction career opportunities.

ATTACHMENTS

Attachment A - PLA/CCP Quarterly Brochure
Attachment B - Women in the Trades Resource Guide

Prepared by: Sidney Urmancheev, DEOD Representative (213) 922-5574
Angela Scott, Senior DEOD Representative (213) 922-1028
Michael Flores, Manager, DEOD (213) 922-6387
Miguel Cabral, Sr. Executive Officer, DEOD (213) 418-3265
Debra Avila, Deputy Chief, Vendor/Contract Management Officer
(213) 418-3051

Reviewed by:
Nalini Ahuja, Chief Financial Officer (213) 922-3088



Stephanie N. Wiggins
Chief Executive Officer