



# Peralta Community College District

## Project Labor Agreement Progress Report

October 2011

# Primary PLA Goals

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- Project Stability
- Alternative Dispute Resolution Process
- Availability of a Skilled Workforce
- Local Hiring

# Local Hiring Program Goals

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- 50% of all hours to be worked by Local Area residents on a craft by craft basis, if the workers are available, capable and willing.
- 20% of all hours to be worked by apprentices, if the apprentices are available, capable and willing.
- **100% of all apprentice hours to be worked by Local Area residents**, if the workers are available, capable and willing.
- Maximum utilization of PCCD students; current, former or graduate.

The definition of a Local Area Resident is any Resident of Alameda, Albany, Berkeley, Emeryville, Piedmont and Oakland

# Monitoring and Compliance Processes

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- Certified payrolls are collected and used to monitor compliance with the goals for local hiring contained in the PLA. The results are reported on a weekly, monthly or as needed basis.
- All apprentices listed on the certified payroll reports are verified to ensure that they are registered and approved by the State of California Division of Apprenticeship Standards.
- On a monthly basis, DSI performs a detailed audit to ensure that the contractors have submitted all certified payroll reports and required PLA forms. Notices requesting missing documents are distributed to the affected contractors.
- DSI collects a Letter of Assent from all contractors performing work on the projects. If a contractor has not submitted the signed LOA, the District will be advised to withhold payments as appropriate.

# Monitoring and Compliance Processes

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- DSI coordinates with the participating contractors for the scheduling of pre-job meetings prior to the initiation of project activity.
- DSI works with the District and various unions to process grievances through the PLA's established and standardized dispute resolution procedures.
- DSI works with the unions to ensure the dispatch of skilled workers needed to ensure sound and on time construction of District's projects.
- DSI works closely with non-union contractors working under the PLA to ensure that those contractors will be able to use both their "core" employees and to integrate skilled union members into their work crews.

# Monitoring and Compliance Processes

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- DSI conducts project site visits, as needed, to confer with contractors about the ratio of project local hiring status.
- DSI works with participating contractors involved in project work who may be having local hire problems.
- DSI will makes participating contractors aware of the community-based organizations that are involved in pre-apprenticeship training and the provision of supportive services as potential hiring resources.
- When there is apparent non-compliance, DSI requests a meeting with the contractor(s) in apparent non-compliance to discuss issues and agree on a resolution plan to increase local hiring.
- If a contractor ignores meeting requests and/or do not meet the resolution plan goals, it will either be referred to the Social Justice Committee, to the District or directly to arbitration.

# Monitoring and Compliance Processes

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1. DSI attends the pre bid meetings for all PLA covered projects and explain the PLA provisions for contractors in attendance.
2. DSI attends District Project Manager meetings, as needed or directed.
3. DSI participates in District's Construction training programs and Advisory Committees, as requested or directed.
4. DSI schedules, chairs and records minutes of all meetings scheduled to address issues related to local hiring.
5. DSI attends progress meetings with District, as requested or required.

# Status of Local Hiring

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	Goal	Actual
Local Area Residents	50%	30.25%
Overall Apprentices	20%	18%
Local Area Apprentices	100%	37%

All information received as of 9/1/11

# Ethnic and Gender Representation

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	<u>All Areas</u>	<u>Local Areas</u>
<b>African American</b>	3.5%	2.0%
<b>Asian</b>	1.5%	0.5%
<b>Caucasian</b>	46%	79.8%
<b>Hispanic</b>	24%	5.2%
<b>Unspecified</b>	24%	11.5%
<b>Female</b>	1%	1%

# Challenges

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- The Unions are not locally focused- they are county wide or even regional
- Scope of work
- Schedule of work
- All the Local Hiring Programs in the area are drawing from the same limited pool of local apprentices
- The Joint Apprenticeship Training Committees control entry of apprentices

# Grievances

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- From July 2009 through September 2011, DSI received a total of 4 grievances
- 1 of the grievances was dropped.
- 3 of the grievances escalated to the Step 2 grievance process.
- No grievances have been referred to arbitration as of this date

# Next Steps

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- Encourage project managers not to issue Notice To Proceed (NTP) until contractors have provided DSI with compliance plans
- Negotiate compliance plans with contractors who are already working on District projects
- On a monthly basis, meet with the Building Trades Council to discuss progress and challenges
- Meet with non-compliant contractors on a regular basis