Construction Careers and Project Stabilization Policy

Overview
Development of Policy

- Begun in 2005

- **Stakeholder meetings with:**
  - Developers, contractors
  - Community advocates
  - Unions
  - Workforce development organizations
  - Mayor and Council offices, City departments
  - CRA/LA Regional Administrators and project staff

- **Process moving forward:**
  - CRA/LA Board approved policy 2/21/08
  - Council approved policy 4/23/08
  - Project Labor Agreement Executed 12/19/08
Policy Goals

- Jobs for local people
- Opportunities for people with barriers to employment
- Career pathways
Covered Construction Projects

- Public Improvements: $500K+
- Projects on CRA/LA land
- Projects with CRA/LA Investment of $1M+

Exceptions:
- Under 75 residential units
- Under 50,000 sq. ft. non-residential
Local Hiring

- 30% Community Area or Local Residents
- 30-40% Apprentice hours for Community Area or Local Residents
- 10% Disadvantaged Workers

*Measurement based on total work hours rather than individuals. Local Apprentice and Disadvantaged Worker hours count towards 30%.*
Local Hiring

1. **Community Area Resident:**
   - City resident
   - Lives in project impact area

2. **Local Resident:**
   - City resident
   - Lives in high unemployment zip code

30%
Local Hiring

High Unemployment Zip Codes
Local Hiring

- Disadvantaged Worker:
  - City resident
  - Household income less than 50% AMI
  - Faces one of the following barriers to employment:
    - Homelessness
    - Chronic unemployment
    - Lack of a GED or high school diploma
    - Criminal record or other involvement with the criminal justice system

The status of a Disadvantaged Worker will be certified by the Jobs Coordinator.
Determination of Compliance

- Meet or exceed local hiring minimums

or

- Perform required activities:
  1. Local Hiring Schedule;
  2. Pre-bid and pre-construction meetings;
  3. Letters of Assent;
  4. Jobs Coordinator;
  5. Craft request forms;
  6. Document waiting period and/or lack of response;
  7. Document reasons for not hiring; and
  8. Prompt and willing access to jobsite & records.
Non-Compliance

- Monitoring/Joint Administrative Committee
- Liquidated Damages
- Non-Responsible Contractor
- Appeal
Project Labor Agreement

- **Career opportunities**
  - Apprenticeships
  - Supersedes existing agreements to allow for local hire

- **Key terms**
  - Local hiring
  - Labor peace
  - Unions primary source of labor
  - Monitoring of apprentice intake and retention

- **Mechanism to implement**
  - 3-year agreement
  - Adopted by developers & contractors
For more information, contact

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