



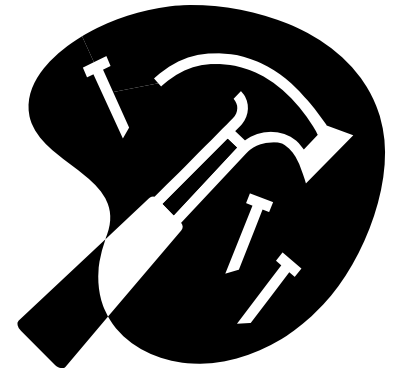
CRA/LA
BUILDING COMMUNITIES

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% Apprenticeship hours for Community Area or Local Residents*
- *10% Disadvantaged Workers*

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

Local Hiring



① *Community Area Resident:*

- ✓ City resident
and
- ✓ Lives in project impact area

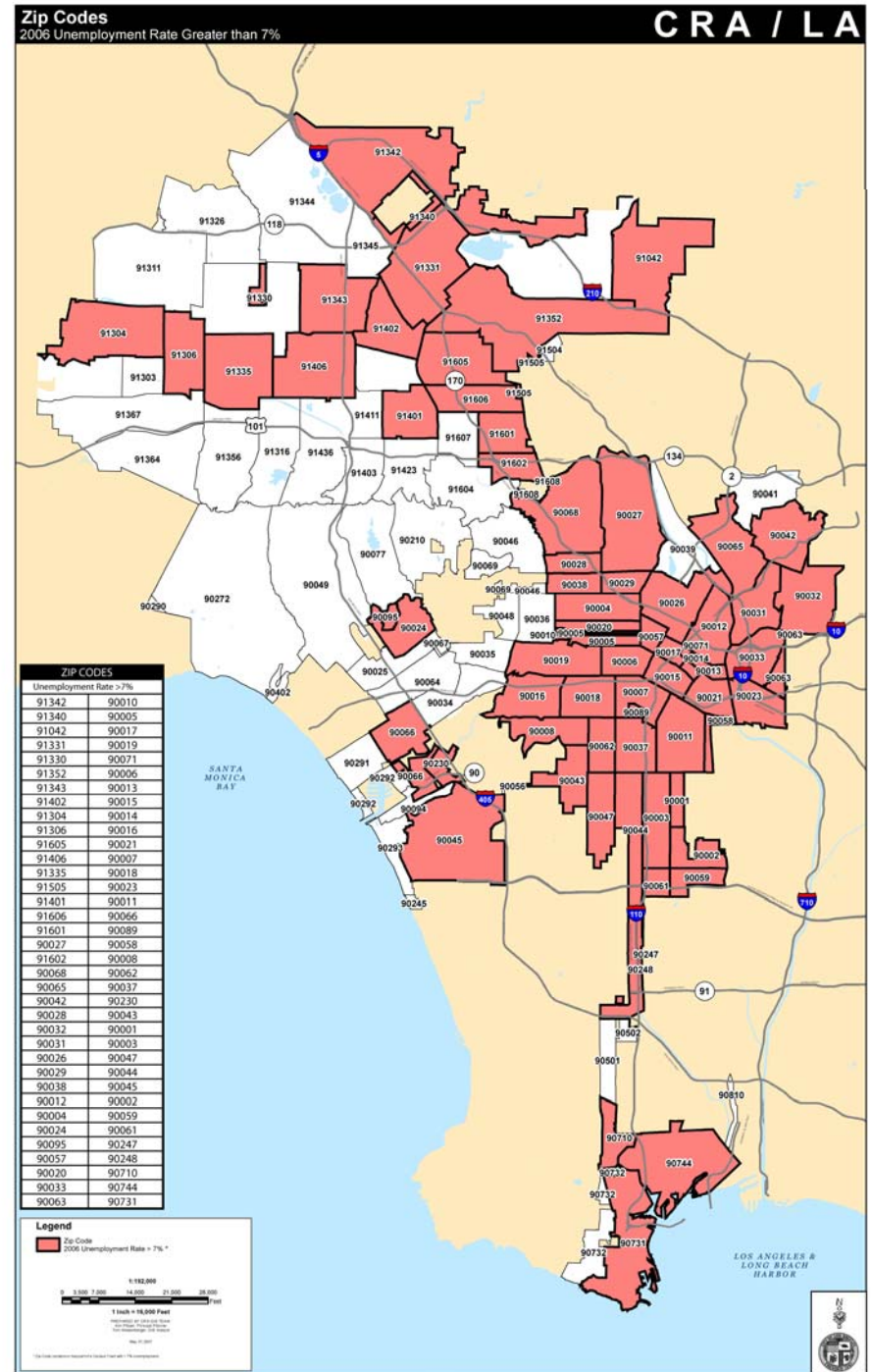
② *Local Resident:*

- ✓ City resident
and
- ✓ Lives in high unemployment zip code

30%

Local Hiring

High Unemployment Zip Codes



Local Hiring



- **Disadvantaged Worker:**

- ☞ City resident

and

- ☞ Household income less than 50% AMI

or

- ☞ 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
 - Custodial single parent
 - Receiving public assistance

10%

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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