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Metro

Board Report

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EXECUTIVE MANAGEMENT COMMITTEE
CONSTRUCTION COMMITTEE
OCTOBER 15, 2015

SUBJECT: PROJECT LABOR AGREEMENT /CONSTRUCTION CAREERS POLICY (PLA/CCP) REPORT ON THE FOLLOWING MEGA PROJECTS:

CRENSHAW/LAX TRANSIT CORRIDOR PROJECT

REGIONAL CONNECTOR TRANSIT CORRIDOR PROJECT

WESTSIDE SUBWAY EXTENSION PROJECT, SECTION 1

ACTION: RECEIVE AND FILE

RECOMMENDATION

RECEIVE AND FILE status report on the **Project Labor Agreement and Construction Careers Policy (PLA/CCP) programs on the Crenshaw/LAX Transit Corridor, Regional Connector Transit Corridor and Westside Subway Extension - Section 1** projects for activity through the August 2015 reporting period.

ISSUE

In January 2012, the Board approved the Project Labor Agreement with the Los Angeles/Orange Counties Building and Construction Trades Council and the Metro 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/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 on the two mega projects identified above that are

subject to the PLA/CCP.

DISCUSSION

Project Name:	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/LAX Transit Corridor	Walsh/Shea Corridor Constructors	59.19%	17.59%	10.19%	41.09%
Regional Connector Transit Corridor	Regional Connector Constructors, JV	58.64%	15.54%	13.88%	58.01%

*Percentage of Disadvantaged Workers that are in the Criminal Justice System Category: 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 project sites.

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

Major construction for the Crenshaw/LAX Transit Corridor project is underway and 30.80% of the estimated construction work hours for this project have been performed. The contractor is currently exceeding the Targeted Worker at 59.19%, Disadvantaged Worker at 10.19% and the minority participation percentage goals, but not meeting the 20% Apprentice Worker goal at 17.59% and the 6.90% Female Participation goal at 2.47%. 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 work stoppages have occurred on this contract.

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

The Regional Connector Transit Corridor Project is underway and only 1.49% of the estimated construction work hours for this project have been performed. The contractor is currently exceeding the Targeted Worker at 58.64%, Disadvantaged Worker at 13.88% and the minority participation percentage goals, but the contractor is not meeting the 20% Apprentice Worker goal at 15.54% and the 6.90% Female Participation goal at 5.03%. 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 work stoppages or grievances have occurred on this contract.

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

The Westside Subway Extension Project, Section 1 is underway with approximately 0.03% of the estimated construction work hours performed through the reporting period. The scope of work performed so far is limited to surveying. Staff will report on PLA/CCP attainments upon receipt of the monthly report that is more representative of the hours and trades.

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 Relocations Project	Metro Builders	61.41%	13.84%	21.08%	2.90%
Regional Connector Transit Corridor Adv. Utility Relocations	Pulice Construction	51.61%	21.37%	22.83%	28.39%

Crenshaw/LAX Advanced Utility Relocations
Prime: MetroBuilders

The Crenshaw Advanced Utility Relocation project is 100% complete as of September 2014. Final

reporting shows that the Targeted Worker at 61.41%, Disadvantaged Worker at 21.08% and the minority participation percentage goals were attained, but the contractor did not meet the goal for the Apprentice Worker 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.

Regional Connector Advanced Utilities Relocation Project
Prime: Pulice Constrution

The Regional Connector Transit Corridor Advanced Utilities Relocation project was terminated for convenience in April 2015 and is now closed. Final reporting shows that the Targeted Worker at 51.61%, Apprentice Worker at 21.37% Disadvantaged Worker 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%.

FEMALE UTILIZATION UPDATE:

At the July 2015 Board Meeting, Director Dupont-Walker requested 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 the two mega projects within the last three months.

Project Name:	Prime Contractor:	No. of Female Workers June 2015	No. of Female Workers July 2015	No. of Female Workers August 2015
Crenshaw/LAX Transit Corridor	Walsh/Shea Corridor Constructors	35	43	49
Regional Connector Transit Corridor	Regional Connector Constructors, JV	5	6	7

In an effort to increase female participation within Metro's PLA/CCP projects which has averaged 2.49% on the Crenshaw/LAX Transit Corridor and 4.97% on the Regional Connector Transit Corridor during June through August 2015 period, 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 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. Latest meeting was held on September 16, 2015. 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 most recent meeting held on August 14, 2015, included 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 Fall 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. See Attachment B - Girls Build LA Ad.

Staff will provide updates as these programs are further developed.

OUTREACH

In effort to attain the highest percentages of Targeted, Apprentice and Disadvantaged Workers on PLA/CCP projects, and to keep the community informed of the opportunities, the contractors and DEOD participates 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.
- Women Build METRO LA event scheduled on November 17, 2015.

NEXT STEPS

Staff will continue to monitor the contractors' efforts to increase the participation of apprentices, targeted workers, and females on the Crenshaw/LAX construction and Regional Connector Transit Corridor projects.

ATTACHMENTS

Attachment A - Crenshaw/LAX Transit Corridor and Regional Connector Projects PLA/CCP Report, Data Through August 2015
Attachment B - Girls Build LA Ad

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(ATTACHMENT B)