

**June 27, 2016**

**Board Item - F.-3.**

**Issue:**

First read of Project Labor Agreement.

**Superintendent's Recommendation:**

First read of the Project Labor Agreement between the Sweetwater Union High School District and the San Diego Building and Construction Trades Council.

**Analysis:**

On October 12, 2015, the board adopted Resolution No. 4391, directing staff to negotiate terms of a Project Labor Agreement (PLA) with the San Diego Building and Construction Trades Council for Proposition O or Mello-Roos CFD Funded School Construction, Repairs, and Renovation.

On April 25, 2016, staff returned to discuss the internal and external research, and outreach efforts which had occurred since the passage of the resolution in October, and share with the board its intent to begin negotiating consistent with the resolution. During that information item, staff discussed the major deal points common to PLAs adopted in San Diego and Los Angeles school districts and discussed staff's recommendations for negotiated terms.

Following that meeting, staff began negotiations with the Council and has reached an agreement for the board's consideration. Staff is presenting the item as a first read to ensure it can address board questions or concerns that will facilitate its approval at the July 11, 2016, board meeting.

The major terms of the agreement are as follows:

- 1) Term: The initial term of the PLA will be for three years from award of the first project.
- 2) Covered work: Projects that are projects for capital improvements funded under Prop O or CFD Funds at a threshold of \$1million.
- 3) Local Hire: The parties will use our best efforts to ensure 90 percent of jobs on the project will live in the district, and 40 percent of those employees will live within district boundaries. We will include work under the PLA within district boundaries (i.e. CVESD, SWCCD).
- 4) PLA will serve as compliance with the skilled and trained workforce: Requirements under Design Build or LLB Construction Delivery Methods, binding the district, unions and contractors to compliance so we do not have to also track/monitor those numbers (therefore the costs being avoided).
- 5) Core Workers: Three Core Workers, contractors selecting 1<sup>st</sup>, 3<sup>rd</sup> and 5<sup>th</sup> employees on the project, with 2<sup>nd</sup>, 4<sup>th</sup> and all employees thereafter being sent from the Union Hall.
- 6) Core Worker Benefits: A contractor may use their own benefits so long as they are better than or equal to what the Trust offers to union employees for that craft. We have defined those terms.
- 7) Pathways/Partnerships: Unions commit to working with the district to develop pathways, do presentations, provide tours, and hold orientations for contractors interested in participating in PLA projects.
- 8) Analysis on Effectiveness of PLA: A subcommittee of the Joint Labor Management Committee will be convened to cooperatively analyze project costs, schedules, local hiring, disputes, and pathway development.

For questions regarding this board item, please contact Jennifer Carbuccia at 619-407-4940 or [jennifer.carbuccia@sweetwaterschools.org](mailto:jennifer.carbuccia@sweetwaterschools.org).

**Fiscal Impact:**

None.

**ATTACHMENTS:**

Description

Type

 [PLA Agreement First Read](#)

Backup Material