



Los Angeles
World Airports

PROJECT LABOR AGREEMENT FACT SHEET

LAWA is currently executing an \$11 billion LAX Modernization Program – the largest public works program in the history of the City of Los Angeles!

The LAX Modernization Program, which is set for completion in 2023, will create an additional 122,000 jobs annually. This job impact generates \$7.6 billion in wage income, \$20.3 billion in business revenue, \$966 million in state and local taxes, and \$8.7 billion in federal tax revenue.

The construction industry is facing a critical skilled labor shortage. For every four people who leave the construction trades, only one new person is supplied by apprenticeship programs.

Mayor Eric Garcetti, the LAWA Board of Airport Commissioners, and the Los Angeles/Orange County Building and Construction Trades Council are committed to the PLA's 30% local worker participation goal.

WHAT IS THE PROJECT LABOR AGREEMENT?

The PLA is an agreement between the Building and Construction Trades Department, AFL-CIO, the Los Angeles/Orange County Building and Construction Trades Council, its affiliated local unions and the Southwest Regional Council of Carpenters that sets the terms and conditions on applicable projects.

The PLA is open to both union contractors and contractors who are not otherwise signatory to a union. All craft workers

covered by the PLA shall be classified in accordance with work performed and paid, following the State/Federal Labor Codes, and prevailing wage requirements.

The PLA supports contractors with qualified and trained craft labor and offers uniform labor dispute resolution procedures. All parties agree that there will be no work disruptions due to labor disputes.

The PLA promotes opportunities for the local community through the Local Hire provision and the Workforce Development System.

WHAT ARE THE PLA LOCAL HIRING REQUIREMENTS?

All contractors and subcontractors working on Los Angeles World Airports (LAWA) PLA covered projects are required to comply with the Local Hire requirements; Article III, Section 6.

The PLA Contractor Hiring Obligations, sets forth a 30% local worker hiring goal to maximize the employment of qualified persons and facilitate local resident access to union apprenticeship training.

HireLAX — PATHWAY TO A CAREER IN CONSTRUCTION

HireLAX Mission:

To provide local residents an opportunity to participate in the construction of Los Angeles World Airports (LAWA) modernization projects.

What Is the HireLAX Program?

The HireLAX Program provides local residents access to enroll in a comprehensive, construction apprenticeship preparation program offered by select public agencies or community partners. Upon completion, program graduates are competitively positioned for placement consideration on a LAWA construction project through its

contractors and local craft unions. Veterans and women are strongly encouraged to participate in the program.

Building a World Class Airport with a Local Skilled Workforce



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PARSONS
PLA Administrators



PRIME CONTRACTOR & SUBCONTRACTOR FAQ:

CAN NON-UNION PRIME CONTRACTORS OR SUBCONTRACTORS WORK ON LAWA PLA-COVERED PROJECTS?

Yes, non-union prime contractors and subcontractors can work on LAWA's PLA-covered projects. As a requirement, the PLA, Article 2, Section 3(b) requires 'all' prime contractors and subcontractors, who have been awarded contracts of work, to sign a **Letter of Assent**, prior to the commencement of work, which means they agree to the terms and conditions of the PLA.

WILL PRIME CONTRACTORS OR SUBCONTRACTORS HAVE TO PAY EMPLOYEE BENEFITS TO THE UNION?

Yes, the PLA, Article 9, Section 2, requires all prime contractors and subcontractors to pay benefit contributions for all union referrals and core employees to the appropriate union trust fund.

ARE PLA PROJECTS SUBJECT TO PREVAILING WAGES?

Yes, in accordance with PLA, Article 9, Section 1, the applicable prevailing federal or state rate determination shall apply to all PLA covered projects.

CAN PRIME CONTRACTORS & SUBCONTRACTORS USE THEIR OWN WORKFORCE?

In accordance with PLA, Article 3, Section 10, to ensure that contractors will have an opportunity to employ their experienced "**core employees**" on this Project, the parties agree that in those situations where a Contractor not a party to the current collective bargaining agreement with the signatory union having jurisdiction over the affected work is a successful bidder, that the Contractor may request by name, and the local will honor, referral of persons who have applied to the local union for Project work and who meet the following qualifications:

- possess any license required by state or federal law for the Project work to be performed;
- have worked a total of at least 3,000 hours in the construction craft during the prior three (3) years.
- were on the Contractor's active payroll for at least 90 out of the 180 calendar days prior to the contract award;
- have the ability to perform safely the basic functions of the applicable trade.

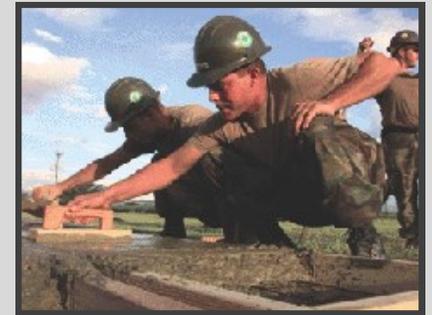
All prime contractors and subcontractors shall be required to comply with the union security provisions of the applicable Schedule A for the period during which they are performing on-site Project work to the extent, as required by law, of rendering payment of the applicable monthly working dues and all non-initiation or application fees uniformly required for union membership in the local union which is signatory to this Agreement.

The Union will refer to such Contractor one employee from the hiring hall out-of-work list for each affected trade or craft, and will then refer one of such Contractor's "core" employees and shall repeat the process as follows: one from the hiring hall and one "core" employee, until such contractor's requirements are met or until such contractor has hired ten (10) such "core" employees for that craft, whichever occurs first. Thereafter, all additional employees in the affected trade or craft shall be hired exclusively from the hiring hall out-of-work list.

WHERE CAN I FIND A COPY OF THE LAWA PLA?

http://www.lawa.org/welcome_LAWA.aspx?id=146

VETERANS WELCOME



I'M A VETERAN, WHERE CAN I FIND MORE INFO ABOUT THE HELMETS TO HARDHATS PROGRAM?

LAWA and the Los Angeles/Orange County Building and Construction Trades Council are committed to the participation of Veterans on the LAX projects. Veterans interested in beginning a career in construction are requested to:

Register with Helmets to Hardhats at www.helmetstohardhats.org to obtain unique union benefits.

Contact the HireLAX Program to begin a customized assistance process. Veteran hiring will be coordinated with the LAWA PLA Administrator.

For more information, please contact Christina Watkins at (424) 646-7192, Christina.Watkins@parsons.com.