



Napa-Solano Building Trades Project Labor Agreements

Pre-Hire Contract

- Connects the awarding body, contractors and labor unions
- Helps the bidding process by working together through the project
- Pre-construction meetings clearly lay out job assignments saving staff time and coordination
- Lays out all avenues for dispute resolution, which are handled by unions and building trades councils

The Benefits

- On-time, Under-budget – The credo of the PLA. With highly trained apprentices, a streamlined pre-construction process and labor-peace agreement – projects have less cost overruns, no work stoppages and highly-skilled craftspeople.
- Local Hiring Halls – All workers at the job-site will be dispatched from local hiring halls in the network of the Napa-Solano Building Trades Council.
- Worker Protections - Knowing that all workers at the job site have protections from job misclassifications, wage theft, unsafe work conditions and other issues employees face.

Prejob Meetings and Classification

- A prejob meeting occurs before any project begins that includes the awarding body, contractors and union reps.
- All the work being performed or equipment being used is described and assigned to the appropriate unions.
- The work being done on the project will be performed by a worker who has been trained three to five years.
- A non-PLA project has no guarantees that those doing the work were trained to do so.

PLAs Don't Add Costs to Agencies

- A capitol project already pays prevailing wage, so no extra wages are added to the budget
- The materials used are the same, so that cost won't increase
- Projects often come in considerably under budget, allowing for a bigger project than expected (Fairfield Train Station was able to build a bigger parking lot)
- The Trades Council will assist in recruiting bidders on PLA's.

Does not exclude non-union bidders

- One common misconception is that non-union contractors are excluded from bidding a Public PLA project. State law prohibits that from happening on capitol project PLAs.
- A non-union contractor who is successful in bidding a PLA project is able to pull members from the hall, as they do when they request apprentices on public works projects. We currently have multiple non-union contractors on PLA projects.
- A PLA on a private project with a developer, not a government agency, can exclude non-union, but that decision is made by the developer.

Workforce Development

- Teamed with Construction Trades Workforce Initiative, our non-profit that assists in training and placing our next generation of construction workers.
- City of Vallejo PLA included Workforce Development section that utilizes high school course, events and tours for students, pre-apprenticeship course and adult school courses.
- When local jobs are at the end of the pipeline, CTWI and school districts can work together to set up a plan.

Past PLA Projects in Solano County

- Solano County Government Center, Re-entry Facility, County Jail
- Solano Community College Library, Science Building, Auto Tech, Bio Tech and Performing Arts Center
- Fairfield-Suisun Unified School District: Public Safety Academy, Athletic Fields and Fairfield High Performing Arts Center
- Measure AA - Suisun Resource Conservation District

Private PLAs

- Marin Clean Energy
- Genentech

Since We Last Spoke

- Vallejo City Unified School District approved a PLA for the \$194 million bond. The district has completed several upgrades including HVAC, athletic fields and ADA improvements
- City of Vallejo approved a city-wide PLA with a \$750,000 threshold.
- Began work on \$50 million Griffin Academy Charter School PLA
- American Canyon passed a city-wide PLA
- Suisun City passed a city-wide PLA
- Currently in negotiations with City of Benicia
- Currently discussing a PLA with City of Napa

American Canyon PLA

- First pilot project – Green Island Road expansion – came in \$75,000 under the estimate
- City Council approved city-wide PLA earlier this year with a threshold of \$200,000 and will track all projects to produce data
- Latest project – Newell Open Space Improvements – has a non-union general contractor who signed agreements and is utilizing workers from 3 unions. Globe Engineering is also a local contractor out of Fairfield. Both subcontractors - Advance Asphalt and DG Striping - are also non-union.

Questions and Contact Info

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