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Project Labor Agreement and
Construction Careers Policy

Fact Sheet



Metro[®]

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On September 22, 2011, the Metro Board of Directors adopted principles to develop a Construction Careers Policy (CCP) also known as a jobs program, and a Project Labor Agreement (PLA).

What is a PLA?

PLAs are a type of contract used in the construction industry to set the terms and conditions of employment on large projects of long duration and design complexity. PLAs allow the expeditious resolution of disputes that can arise in the course of the project, thereby helping to ensure that the project is delivered on time and that quality standards are maintained.

What is the purpose of a PLA?

The purpose of a PLA is to set forth procedures for hiring targeted workers, facilitating the entry of workers into apprenticeship programs and provide for orderly settlement of labor disputes and grievances without strikes. PLAs are effective tools for implementing Construction Careers Policies (CCP) and providing avenues for workers to obtain apprenticeship training.

What are the advantages of using Project Labor Agreements?

Owners and contractors are guaranteed a pool of highly trained, skilled laborers, who agree to the terms of the agreement. PLAs ensure that lost time due to labor disruptions is non-existent, and that the completed project will be of the highest quality, thus leading to lower costs and maintenance over the lifetime of the project.

Can non-union contractors or subcontractors bid on projects with PLAs?

Yes. Non-union contractors can bid on the projects as long as they agree to abide by the wages, benefits and other conditions specified in the PLA contract. In many construction projects, prevailing wage rules dictate wage and benefit conditions. Typically, the PLA is designed for non-union contractors to participate by either using a ratio of union and non-union workers on site or the non-union contractor can use their own key supervisory personnel and union workers on the site.

What is a CCP?

A Construction Careers Policy (CCP) is designed to provide employment opportunities and stimulate the local economy for Los Angeles County. Metro will require the contractors working on Metro construction projects with a CCP to hire a certain number of targeted workers. Metro will work with community worksorce centers and local community colleges and technical training centers to prepare interested individuals to train for sustained careers in the construction trades.

The types of trades typically used on large Metro construction projects include the following:

- Carpenters
- Electricians
- Glass Workers
- Graffiti Coating Workers
- Hand Rail Workers
- Irrigation Workers
- Laborers
- Landscapers
- Masonry Workers
- Miscellaneous Steel Workers
- Operating Engineers
- Painters
- Plumbers
- Signage
- Structural Steel Workers
- Teamsters
- Tile Workers

