



Public Works

LOS ANGELES COUNTY

COUNTYWIDE

Community Workforce Agreement

Kickoff Meeting

PROJECT NAME

DATE

Community Workforce Agreement

Basics

What is it?

- November 12, 2019, Board approved a project-specific Community Workforce Agreement (CWA).
- February 28, 2023, Board approved the Countywide CWA.
- June 7, 2023, Countywide CWA was fully executed to be applied to County construction projects with an estimated construction contract value of \$5 Million or above.
- Pre-hire collective bargaining agreement between the County of Los Angeles and The Los Angeles/Orange Counties Building And Construction Trades Council And The Signatory Craft Councils And Local Unions
- Open to both union contractors and non-signatory contractors

Federal, State, and Local Requirements & Regulations

- State and Federal Labor Code, Prevailing Wage Requirements
- Local and Targeted Worker Hiring Policy

Community Workforce Agreement

Scope

What is Covered by the CWA?

- Onsite construction craft labor
- Subcontracts flowing from prime contract (Exclusions covered later)
- Building/Construction Inspector and Field Soils Material Testers and Surveyors

Building/Construction Inspector and Field Soils Material Testers are a covered craft under the CWA:

(Inspection Categories –Group 1, Group 2, Group 3)

CLASSIFICATIONS:

GROUP I

Field Soils and Materials Tester
Field Asphaltic Concrete (Soils and Materials Tester)
Field Earthwork (Grading Excavation and Filling)
Roof Inspector
Water Proofer

GROUP II

AWS-CWI Welding Inspector
Building / Construction Inspector
Licensed Grading Inspector
Reinforcing Steel
Reinforced Concrete
Pre-Tension Concrete
Post-Tension Concrete
Structural Steel and Welding Inspector
Glue-Lam and truss Joints
Truss-Type Joint Construction
Shear Wall and Floor System used as diaphragms
Concrete batch Plant
Spray-Applied Fireproofing
Structural masonry

Group III

Nondestructive Testing (NDT)

Community Workforce Agreement

Scope

What is NOT Covered by the CWA?

- The project is being let due to an emergency declared by the US, State of CA, by the Board or the Director of Public Works.
- For the construction of supportive, interim, and/or affordable housing
- Being performed using Job Order Contracts / On-call construction contracts (one-year term with annual max. contract value of \$5.4 M)

Community Workforce Agreement

Scope – Exclusions

- Workers that do not perform Covered work onsite (manual craft labor)
- QA/QC except for prevailing-wage covered inspectors
- Los Angeles County employees
- Off-site manufacturing, handling of materials and hauling to and from the Covered Project site
- Laboratory work for specialty testing
- Non-construction support services provided through a contract with the County or Covered Contractor.
- Highly technical, specialized equipment and systems that require certified workers to maintain the manufacturer's warranty ***does not apply to** construction equipment owned/rented by contractor used during construction but does not become integrated into the site
- Subcontracts (valued at \$50,000 or less) awarded to certified Local Small Business Enterprises (LSBE), Disabled Veteran Owned Business Enterprises (DVBE) or Social Enterprises (SE)
- Any work performed on, near, or leading to/into a site of work covered by CWA and undertaken by state, city or other governmental bodies, or their Contractors; or by public utilities, for work for which is not within the scope of the CWA.

Community Workforce Agreement Letter of Assent

Formally binds each Contractor to adherence to all the forms, requirements and conditions of the CWA

- All contractors and subcontractors of any tier performing CWA-covered work must sign a Letter of Assent (LOA)
 - Each Contractor of any tier must sign their own LOA
 - Serves as evidence of each contractor's acceptance of CWA



Community Workforce Agreement Letter of Assent

- Contractor must submit LOA to Project Labor Coordinator (PLC) at least 48 hours before starting Covered Work.
- After submittal to PLC, Contractor must upload to LCPTracker.
- Does not bind the contractor to anything outside the scope of the CWA.

LOS ANGELES COUNTYWIDE CWA
ATTACHMENT A: LETTER OF ASSENT

PLACE ON COMPANY LETTERHEAD

Ms. Marika Medrano
Business Relations & Compliance
Los Angeles County Public Works
900 S. Fremont Ave.
Alhambra, CA 91803

TRANSMIT ELECTRONICALLY TO: CWA@pw.lacounty.gov and upload to LCPTracker

COVERED PROJECT NAME:

Dear Ms. Medrano:

This is to certify that the undersigned Contractor has read and understood the Countywide Community Workforce Agreement (CWA) entered into between the County of Los Angeles (County) and the Los Angeles/Orange Counties Building and Construction Trades Council (Council) and the signatory craft unions and district councils signing the CWA. The undersigned Contractor hereby agrees to comply with all of the terms and conditions of the aforementioned duly signed CWA.

The undersigned Contractor acknowledges that compliance with the provisions of Articles 7 and 19 relating to Local Residents, Targeted Workers, workforce referral and development and apprenticeship participation are of particular importance.

It is understood that the signing of this Letter of Assent shall be as binding on the undersigned Contractor as though the Contractor had signed the CWA and Contractor shall require all its subcontractors, of whatever tier, to become similarly bound for all work within the scope of this CWA.

This Letter of Assent shall become effective and binding upon the undersigned Contractor as of below date of execution and shall remain in full force and effect until the completion of the above stated project.

Sincerely,

(Name of Construction Company)

By: _____ Date: _____
(Name and Title of Authorized Executive)

(Contractor's State License No.)

CWA Pre-Job Conference Form Template

The purpose of the pre-job conference is to determine craft manpower needs, schedule of work for the contract and project work/owner rules. All work assignments shall be disclosed by the Prime Contractor and all contractors.



Countywide Community Workforce Agreement
Pre-Job Conference Form
NAME OF CWA COVERED PROJECT

Meeting Information

Pre-Job Conference Meeting No.:	Date & Time:
Location:	

Prime Contractor

Prime Contractor License No.:	Address:
Phone:	Fax:
Project Manager:	Email:
Prime CWA Contact:	Phone:
Job Coordinator:	Email:

Covered Project Information

Project Name:	Project Address:
Contract No.:	Construction Contract Amount: \$
Construction Start Date:	Construction End Date:
Project Description:	

Jobsite Scheduling Information

No. of Shifts:	Start / Stop Times:
Pay Day:	Ending Day of Pay Period:

Jobsite Facilities & Nearby Hospital Information

Location(s) of First Aid Facilities:	Location(s) of Sanitary Facilities:
Location(s) of Drinking Water Facilities:	Description of Jobsite Parking:
Name of Selected Nearby Hospital:	Hospital Address:
	Hospital Phone No.:

Heavy Equipment

Contractor

Jobsite Visitor Guidelines

Union Work Assignments

As required by CWA Article 13, the assignment of work will be solely the responsibility of the Contractor performing the work involved, and such work assignments will be in accordance with the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry (the "Plan") or any successor plan. All jurisdictional disputes on this project shall be settled in accordance with CWA Article 13.

Any union disagreements with proposed preliminary assignments shall be settled in accordance with CWA Article 13.

Jurisdictional Union Work Assignments

Contractor Name	Union (Y/N)	Scope of Work	Union Work Assignment (Local #)

Subcontractor Information

Subcontractor Name:	Subcontractor To:
Contractor License No.:	
Address:	Start Date:
Contact Person:	End Date:
	Phone:
	Email:
Subcontractor Name:	Subcontractor To:
Contractor License No.:	
Address:	Start Date:
Contact Person:	End Date:
	Phone:
	Email:

CWA Pre-Job Conference

- Required by CWA Article 18
- **Each Contractor shall conduct a pre-job conference with the Unions no later than 6 working days prior to commencing work.**
- The purpose of the pre-job conference is to determine craft manpower needs, schedule of work for the contract and project work/owner rules. All union work assignments shall be disclosed by the Contractor(s).
- Ensuring each contractor conducts a pre-job conference with the CWA is the responsibility of the prime.
- Should there be Project Work that was not previously discussed at the pre-job conference, or additional project work be added, the Contractor performing such work shall conduct a separate pre-job conference.
- Any Union in disagreement with the proposed assignment shall notify the affected Contractor of its position in writing, with a copy to the Project Labor Coordinator, **within 5 working days** after the pre-job conference occurred.
- **Within 5 working days** after the period allowed for the Union notices of disagreement with the proposed assignments, but prior to the commencement of any work, the Contractor shall make final assignments in writing with a copy sent to the Project Labor Coordinator.
- Failure to conduct a pre-job conference is considered breach of contract and any affected Union may pursue a grievance under Article 11 of the CWA.

CWA Pre-Job Conference Form Template Tips

Tips to avoid common mistakes

Union Work Assignments			
As required by CWA Article 13, the assignment of work will be solely the responsibility of the Contractor performing the work involved; and such work assignments will be in accordance with the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry (the "Plan") or any successor plan. All jurisdictional disputes on this project shall be settled in accordance with CWA Article 13.			
Any union disagreements with proposed preliminary assignments shall be settled in accordance with CWA Article 18.			
Jurisdictional Union Work Assignments			
Contractor Name	Union (Y/N)	Scope of Work	Union Work Assignment (Local #)

- All contractors (which includes all tiers of subcontractors) must make their own assignment(s)
- Contractors should breakdown individual scope of work assignments in separate rows if they are going to work with multiple unions
- All contractors, including all tiers of subcontractors must attend the pre-job conference
- Ensure the union name and local number are listed, and that the union(s) are signatory to the CWA and cover the geographic area of the project location.

CWA Core Workforce, Referral and Hiring Procedures

- Contractors have the right to determine the competency of all employees, the number of employees required, and shall have the sole responsibility for selecting employees to be laid off.
- Contractor shall have the right to reject any applicant referred by a local union for any non-discriminatory reason.
- **The core employee requirements only apply to contractors who are not otherwise signatory to a CWA-signatory union.**
- A “**core employee**” for this CWA is defined as an employee who meets all the following qualifications:
 - Possess any license and meets all standards required by state or federal law for the work to be performed.
 - Have worked at least two thousand (2,000) hours in the specific construction craft in which they are employed during the prior four (4) years.
 - Were on the Contract’s active payroll for at least sixty (60) working days out of the last one-hundred (100) working days immediately prior to the contract award to the Contractor.
 - Have the ability to perform safely the basic functions of the applicable trade.

CWA Core Employee Referral Procedures

- Contractors not otherwise signatory to a CWA-signatory union must adhere to an alternating hiring procedure if they intend to use members of their core workforce on the project.
- Contractors must register their core workforce with the appropriate union and provide a list of its core employees to the Project Labor Coordinator and the Council prior to commencing work. *Failure to do so will prohibit the Contractor from using any core employees for 30 calendar days after the list is provided.*

Employer's Core Workforce	Union Referral
1 st Employee (core)	2 nd Employee (union)
3 rd Employee (core)	4 th Employee (union)
5 th Employee (core)	6 th Employee (union)
7 th Employee (core)	8 th Employee (union)
9 th Employee (core)	10 th + any additional employees (union)

CORE EMPLOYEE LIST

CONTRACTOR INFORMATION

Project Name:	
Contractor:	
Submitted by:	
Email:	Phone:

Countyside Community Workforce Agreement (CWA), Section 1.7 defines a Core Employee as someone who meets all of the following:

- (1) An employee whose name appears on the Contractor's active payroll for sixty (60) of the one hundred (100) working days immediately before the award of work within the scope of a Covered Contract to the Contractor;
- (2) Who possess any license and meets all standards required by state or federal law for work to be performed;
- (3) Who has the ability to safely perform the functions of the applicable trade; and
- (4) Who has worked at least ten thousand (2000) hours in the construction craft in which they are employed, during the prior four (4) years.

Prior to each Contractor performing any work on a Covered Project, each Contractor shall provide a list of its Core Employees to the Project Labor Coordinator and the Council. Failure to do so will prohibit the Contractor from using any Core Employees for 30 calendar days after the list is provided. (CWA, Article 7, Section 7.10.5)

Craft/Trade	Employee Name	Years Employed	Date Last Employed

CWA Core Employee Referral Procedures

For certified LSBE, DVBE, and SE

- Certified Local Small Business Enterprise (LSBE), Disabled Veteran Business Enterprise (DVBE) and Social Enterprise (SE) firms **with 25 or fewer employees at the time they were awarded a Covered Contract** may first employ three (3) of its core employees prior to employing an employee through the appropriate Union Hiring Hall.
- Fourth employee hired from Union hiring hall and thereafter, as needed, two additional Core Employees in an alternating manner with Union referrals up to a **total of five Core Employees**.

Core Worker	Union Referral
1 st Employee (core)	-
2 nd Employee (core)	-
3 rd Employee (core)	4 th Employee (union)
5 th Employee (core)	6 th Employee (union)
7 th Employee (core)	8 th and any additional referrals (union)

CWA Additional Requirements for Core Workers

- **Eligibility:** Questions about core employee's eligibility are resolved by the Project Labor Coordinator at the request of any Party.
- **During any layoff or reduction in workforce,** Contractors shall layoff employees in an order and manner consistent with the Core Employee hiring procedures and maintain the required Core Employee-to-Union referral ratios.
- **48 Hour Rule:** In the event that a union is unable to fill any request for employees within 48 hours after such written request is made by the Contractor (Saturdays, Sundays, and holidays excepted), the Contractor may employ applicants, **within the craft classification requested**, from any other available source. The Contractor shall refer the applicant to the Union for registration.
- **48 Hour Rule for Local Residents and Targeted Worker Requests:** In the event that a Contractor not meeting its hiring goals for Local Residents and/or Targeted Workers, and the Union is unable to provide the requested workers from the Union hiring hall, the Contractor shall have 5 business days to obtain Local Residents and Targeted Workers from any source.
- **Union Dues:** Employees are not required to become or remain Union members or pay Union dues or fees as a condition of performing work on a Covered Project. Contractors shall make payments on behalf of the employee.

Labor Compliance and Prevailing Wage

- Primes are responsible for assigning their subcontractors to the project on labor compliance software designated by County (currently LCP Tracker). Subs are responsible for assigning their lower tier subs on LCP Tracker to properly track the various lower tiers.
- When uploading eDocuments, use the proper eDocument Types. Documents submitted using the incorrect eDocument Types will not be accepted.
- Certified Payroll Reports are to be submitted within 10 days after the payroll's weekending date.
- **Prevailing Wage Tip:** Be mindful of footnotes, premium rates for Saturday/Sunday work, holiday and overtime provisions on the prevailing wage determination for each classification. They differ by classifications and may result in underpayment of prevailing wages.

Community Workforce Agreement Union Subscription Agreements

- When required by a union, contractors must sign a uniformly required, non-discriminatory Subscription Agreement, also sometimes referred to as a participation agreement.
 - Agreement with the union's trust fund(s) to make contributions as required by the CWA
- Cannot bind a contractor beyond the terms and conditions of the CWA.



- Should reference the CWA and the applicable construction project(s).

CWA Employee Wages and Fringe Benefit Contributions

- **Current Prevailing Wage Determination:** Means the most recently adopted and published prevailing wage determination by the State of CA, Department of Industrial Relations (DIR), in effect at the time the work is performed by each Contractor.
- Contractor shall pay contributions to the established employee benefits funds in the amounts designated in the appropriate Master Labor Agreement, but those contributions shall not exceed the amounts designated in the Current Prevailing Wage Determination.
- It is imperative that contractors contribute employee benefits to the trust funds in a timely manner. Typically, the contributions are due to the trust funds on a monthly basis. When employee benefit contributions are not made in a timely manner, it can result in a CWA, Trust Fund an/or State Prevailing Wage Law violations and penalties.
- Contractors must certify to the Project Labor Coordinator that all required benefit contributions were paid. Failure to comply may result in requests for payment withholds by the County to the prime contractor.

CWA Employee Benefit Fund Contributions (EXAMPLE ONLY)

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

LOCALITY: LOS ANGELES COUNTY
DETERMINATION: LOS-2014-2

CRAFT (JOURNEY LEVEL)	ISSUE DATE	EXPIRATION DATE	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME HOURLY RATE		
			BASIC HOURLY RATE	HEALTH AND WELFARE	PENSION	VACATION/HOLIDAY	TRAINING	OTHER PAYMENTS	HOURS	TOTAL HOURLY RATE	DAILY	SATURDAY	SUNDAY AND HOLIDAY
# BRICKLAYER, STONEMASON, MARBLE MASON, CEMENT BLOCKLAYER, POINTER, CAULKER, CLEANER	8/22/2014	04/30/2015**	A 37.740	6.750	6.850	-	B 0.770	0.350	c 8.0	52.460	d 71.330	d 71.330	90.200
# BRICKLAYER: MASON FINISHER	8/22/2014	04/30/2015*	A 26.420	6.750	6.850	-	E 0.660	0.350	c 8.0	41.030	d 54.240	d 54.240	67.450
# F BRICK TENDER BRICK TENDER: FORKLIFT OPERATOR	8/22/2014	06/30/2015**	29.120	6.810	6.000	G 3.900	0.650	0.470	c 8.0	46.950	61.510	61.510	76.070
# BRICK TENDER: FORKLIFT OPERATOR	8/22/2014	06/30/2015**	29.570	6.810	6.000	G 3.900	0.650	0.470	c 8.0	47.400	62.180	62.180	76.970
# CARPET, LINOLEUM, RESILIENT TILE LAYER	2/22/2014	12/31/2014**	H 29.850	5.080	4.800	2.050	0.630	0.200	8.0	42.610	57.540	i 57.540	72.460
J MATERIAL HANDLER	2/22/2014	12/31/2014**	H 8.950	5.080	1.750	0.550	0.630	0.100	8.0	17.060	21.530	i 21.530	26.010

State of California
Contractor Payments
(example)

Community Workforce Agreement

Local and Targeted Worker Hiring Policy

Local Worker Hiring Requirements

- At least 30 percent of California Construction Labor Hours must be performed by Tier 1 or Tier 2 Qualified Local Residents.
 - Tier 1 Qualified Local Resident - County resident whose primary residency is:
 - Within five (5) miles of the proposed project site; and
 - Is within a Qualifying Zip Code (to be provided on Craft Request Form).
 - Tier 2 Qualified Local Resident - County resident whose primary residency is:
 - Within a Qualifying Zip code; and
 - That Qualifying Zip Code is beyond five (5) miles of the proposed project site.

Hiring Priority

- Contractors, with the assistance of Unions, must first meet the Local Worker hiring requirements by employing Tier 1 Qualified Local Residents.
- After exhausting all efforts to hire Tier 1 Local Residents, the Contractor shall use the Craft Request Form to certify these efforts and begin employing Tier 2 Qualified Local Residents.

Community Workforce Agreement

Local and Targeted Worker Hiring Policy

Targeted Worker Hiring Requirements

- At least 10 percent of California Construction Labor Hours must be performed by a Qualified Targeted Worker.
 - A Targeted Worker is an individual who is both a County resident and who faces one or more of the following barriers to employment:
 1. Has a documented annual income at or below 100 percent of the Federal Poverty Level;
 2. Has no high school diploma or GED;
 3. Has a history of involvement with the criminal justice system;
 4. Is experiencing protracted unemployment (receiving unemployment benefits for at least 6 months);
 5. Is a current recipient of government cash or food assistance benefits;
 6. Is homeless or has been homeless within the last year;
 7. Is a custodial single parent;
 8. Is a former foster youth;
 9. Is a veteran, or is the eligible spouse of a veteran of the United States armed forces, under Section 2(a) of the Jobs for Veterans Act (38 U.S.C.421 5[a]);
 10. Is an eligible migrant and seasonal farmworker;
 11. Is currently an English language learner;
 12. Is an older Individual (55+);
 13. Is disabled; or
 14. Is an individual with a low level of literacy.
 15. Is a Multi Craft Core Curriculum (MC3) Program Graduate

Community Workforce Agreement

Local and Targeted Worker Hiring Policy

Targeted Worker Survey Form

- The Jobs Coordinator shall verify the presence of the Targeted Worker criteria using the Targeted Worker Survey Form and request any supporting documentation to be provided voluntarily by any employee who may qualify as a Targeted Worker.
 - Completed voluntarily by all workers performing work on this project, for all contractors of any tier.
 - Jobs Coordinator must upload a copy of the survey along with verification documents to LCP Tracker's eDocuments section.

TARGETED WORKER SURVEY FORM
All information provided is voluntary and confidential.

WORKER INFORMATION			
Worker Name:		Contractor:	
Address:			Zip Code:
Phone Number:		Email:	
GOALS			
At least ten (10) percent of total California Construction Labor Hours worked on each project must be performed by Targeted Workers.			
A Targeted Worker is an individual who is both a <u>County</u> resident and who faces one or more of the following barriers to employment:			
<input type="checkbox"/>	Has a documented annual income at or below at or below 100% of the Federal Poverty Level		
<input type="checkbox"/>	Has no high school diploma or GED		
<input type="checkbox"/>	Has a history of involvement with the criminal justice system		
<input type="checkbox"/>	Is experiencing protracted unemployment (receiving unemployment benefits for at least six months)		
<input type="checkbox"/>	Is a current recipient of government cash or food assistance benefits		
<input type="checkbox"/>	Is homeless or has been homeless within the last year		
<input type="checkbox"/>	Is a custodial single parent		
<input type="checkbox"/>	Is a former foster youth		
<input type="checkbox"/>	Is a veteran, or is the eligible spouse of a veteran of the United States armed forces		
<input type="checkbox"/>	Is an eligible migrant and seasonal farmworker		
<input type="checkbox"/>	Is currently an English language learner		
<input type="checkbox"/>	Is an older individual (55+)		
<input type="checkbox"/>	Is disabled		
<input type="checkbox"/>	Is an individual with a low level of literacy		
<input type="checkbox"/>	Is a Multi-Craft Core Curriculum (MCC) Program Graduate		
Specify what document(s) or method(s) were used to verify Targeted Worker status:			

I certify that the above information and attached documentation are true and correct.

Worker Signature: _____ Date: _____

Community Workforce Agreement

Local and Targeted Worker Hiring Policy

Apprentices

- A minimum ratio of one apprentice hour for every five journeyman hours shall be enforced, per State Labor code requirement, and contractors will strive to obtain half of all apprentice hours on the project be performed by Local and Targeted Workers. Hours worked by an apprentice who is also a Targeted Workers or a local resident may be applied towards the 30 percent local resident and/or the 10 percent Targeted Worker hire goal.
 - ❑ Unless a craft Union or their apprenticeship committee shall have received an exemption from the use of apprentices by the State Division of Apprenticeship Standards.
 - ❑ Contractors may use a higher maximum percentages if the apprenticeship standards of the apprenticeship program establish a higher maximum percentage.

- Fifty (50) percent of the California Construction Labor Hours performed by apprentices shall be performed by Local Residents and/or Targeted Workers.

Community Workforce Agreement

Article 19: Work and Economic Opportunity

In recognition of the County's commitment to serve the community and the fact that the community in which the Covered Projects are located will be impacted by the construction activities, the Parties agree to support the development and employment of increased numbers of construction workers from among the Local Residents and Targeted Workers of the County. With the assistance of the Unions as specified in Section 7.5, the Contractor is responsible for ensuring compliance with the Local and Targeted Worker Hire Policy for the Projects to achieve required levels of participation.

Community Workforce Agreement

Article 19: Work and Economic Opportunity

The Parties recognize the proposed Covered Projects' economic opportunity and impact on County residents, businesses and the communities surrounding the proposed Covered Projects. **The Parties are committed to working in partnership** to create a skilled local workforce that is reflective of the population of the communities surrounding the proposed Covered Projects and within the County. Towards that end, the **Parties agree to establish and implement a framework for Work and Economic Opportunity to maximize career opportunities for Local Residents and Targeted Workers, including those who have not previously qualified to be employed on construction projects**, and to provide meaningful outreach, training and business opportunities for LSBE, DVBE AND SE contractors to successfully work under this Agreement.

Community Workforce Agreement

Helmets to Hardhats

- Contractors and unions agree to utilize the services of Helmets-to-Hardhats to help facilitate the entry of veterans, including women, into the building and construction industry.
- www.helmetstohardhats.org

LONG BEACH CITY NEWS

HELMETS TO HARDHATS SCORES SUCCESS AT COURTHOUSE

Citywide Project Labor Agreement Spurs Veteran Recruitment

BY KAREN RHODES HENKES

The chance to work on demolishing the old Long Beach Courthouse came when military veteran Edward Sullivan needed it the most.

The 47-year-old Long Beach resident, who served in the Army and later the Navy from 1963 to 1996, had been looking for a job for the last three months.

"We've been struggling and my wife's been supporting me not only morally but financially," said Sullivan, a father of three who took on a series of odd jobs after leaving the service. "It's been really, really hard, but we've made it now. It came through right in the nick of time."

A few weeks ago, Sullivan got a call from Parsons Construction Inc., the Pasadena-based company in charge of administering Long Beach's citywide Project Labor Agreement. The Lakewood, 85-year-old Sullivan had worked for the Los Angeles/Orange County Building and Construction Trades Council applies to a range of public projects in the city.

The PLA includes goals for hiring local residents and military veterans, and as projects begin, those written goals are becoming reality.

"We are especially focused on hiring local veterans and ensuring that they have the skills and opportunities to succeed as they transition back into the workforce," Long Beach Mayor Robert Garcia told "Building Trades News."

A Unified Effort

Danell Roberts, executive director of Helmets to Hardhats, also praised the unified effort to bring veterans into the Building Trades. "I am very happy to hear of these two veterans finding solid, good paying careers with the Building Trades unions and their management partners," he said. "This opportunity would not be possible without the support of some great contractors and dedicated personnel on the ground helping these veterans and many more make the transition."

Parsons found Sullivan's resume through the Helmets to Hardhats program, which helps military personnel start careers in the Building Trades after they leave the service.

Sullivan joined Laborers Local 1309's apprenticeship, thanks to sponsorship.

SEE VETERANS PAGE 18



Laboren Local 1309 apprentices Oscar Sotozola, left, and Edward Sullivan on the job at the courthouse and, right, during their military service.



Community Workforce Agreement

Work and Economic Opportunity

- Create career opportunities and a local skilled workforce that is reflective of the population of the communities closely surrounding each project
- Women in Trades Advisory Council
- LSBE, DVBE and SE outreach and support
- County-provided support services in coordination with the Department of Economic Opportunity
- Framework to maximize training and career opportunities for Local Residents and Targeted Workers
 - MC3 Pre-Apprenticeship Programs (short term and free construction training)
 - Coordination and placement with contractors and unions
 - Outreach and recruitment
 - County-provided support services

Resources

Public Works Contact

Contact Contract Administrator listed in the solicitation document.

A copy of the fully executed CWA can be found online:

[2023 Countywide Community Workforce Agreement](#)

This PowerPoint is an overview of the Countywide CWA. It is not intended to be a substitute for the fully executed CWA, its provisions, and requirements.