



## Board Report

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### CONSTRUCTION COMMITTEE FEBRUARY 15, 2018

**SUBJECT: PROJECT LABOR AGREEMENT/CONSTRUCTION CAREERS POLICY (PLA/CCP)**

**ACTION: RECEIVE AND FILE**

#### **RECOMMENDATION**

RECEIVE AND FILE the:

- A. Status update on the Project Labor Agreement and Construction Careers Policy programs through the quarter ending December 2017; and
- B. Female Utilization Action Plan Update.

#### **ISSUE**

In January 2012, the Board approved the Project Labor Agreement (PLA) with the Los Angeles/Orange Counties Building and Construction Trades Council and the Construction Careers Policy (CCP), with a subsequent renewal in January 2017. One benefit of the PLA is to encourage construction employment and training opportunities in economically disadvantaged areas throughout the United States. Another benefit of the PLA is that work stoppages are prohibited.

Consistent with the Board approved PLA and CCP (PLA/CCP), prime contractors are required to provide Metro with monthly reports detailing progress towards meeting the targeted worker hiring goals. Additionally, consistent with Metro's Labor Compliance policy and federal Executive Order 11246 (EO 11246), the prime contractors provide Metro with worker utilization data by ethnicity and gender. In accordance with EO 11246, Metro program-wide goal for female utilization on construction contracts is 6.90%.

During Metro's Construction Committee held November 16, 2017, staff provided Metro's Board of Directors with a report benchmarking female participation on similar agency workforce programs, investigated strategies to increase female participation on construction contracts, and developed an action plan to promote greater compliance and enforcement of EO 11246 with a specific focus on female utilization. Furthermore, during Metro's Board meeting held November 30, 2017, the Board of Directors authorized staff to encourage contractors to increase women's workforce participation on Metro construction projects.

As of the reporting period, Metro's overall female utilization attainment on active projects has increased from the last quarter (September 2017) reporting of 3.35% to 3.40%. The increase in the female utilization attainment is attributed to Metro's Board directives to encourage contractors to increase women's workforce participation on Metro construction projects, including staff's focused efforts to implement the female action plan. Through the ongoing coordinated efforts and initiatives, the number of female workers hired demonstrated an increase of 39 new female workers between November 2017 and December 2017.

The attached report provides a status update of the construction projects subject to the PLA/CCP through December 2017 including an update on the Female Utilization Action Plan.

## **DISCUSSION**

This report will provide a status update on the construction contracts covered by the PLA/CCP; an overview of Metro staff's activities to implement its female utilization action plan; an update on the Pilot Local Hire Initiatives projects; including an update on outreach activities in support of targeted hiring initiatives.

### **A. PLA/CCP Status Update**

As of December 2017, there are eight active construction contracts and fourteen completed construction contracts with the PLA/CCP program requirements. The following is updated information regarding the active construction contracts including the female utilization participation. The information on the completed construction contracts is provided as Attachment A PLA/CCP Completed Projects.

#### **Active Contracts:**

As of the report period, seven of the eight active construction projects have contractors that are exceeding the 40% Targeted Worker goal; four contractors are exceeding the 20% Apprentice Worker goal and three contractors are exceeding the 10% Disadvantaged Worker goal. The following table represents the active construction projects.

Project Name:	Prime Contractor:	Targeted Worker Goal (40%)	Apprentice Worker Goal (20%)	Disadvantaged Worker Goal (10%)	Female Utilization Goal (6.90%)	Percentage of Disadvantaged Worker Participation that are in the Criminal Justice System Category *
Crenshaw/LAX Transit Corridor	Walsh/Shea Corridor Constructors	59.71%	22.80%	12.41%	3.42%	36.65%
Regional Connector Transit Corridor	Regional Connector Constructors, JV	58.17%	16.54%	6.83%	2.59%	58.89%
Westside Subway Extension Project, Section 1 – D/B	Skanska-Traylor-Shea, JV	65.82%	16.73%	8.22%	4.30%	71.44%
Metro Blue Line Pedestrian and Swing Gates	Icon-West	63.62%	23.91%	12.59%	0.80%	100.00%
Division 16 Southwestern Yard	Hensel Phelps/Herzog, JV	51.97%	23.93%	9.47%	4.75%	48.70%
Patsaouras Plaza Busway Station	OHL-USA, Inc.	61.49%	8.26%	2.54%	1.61%	54.27%
Bob Hope Airport/Hollywood Way Station	C.A. Rasmussen, Inc.	39.86%	22.29%	15.10%	1.35%	43.66%
Non-Revenue Maintenance Bldg. at Vernon Yard	Access Pacific, Inc.	58.99%	14.59%	9.74%	9.74%	32.20%

Please refer to the attached PLA/CCP Data Report for additional information on each project.

\*Part of Metro's PLA/CCP workforce requirement is the utilization of disadvantaged workers on projects. One of the nine criteria for a Disadvantaged Worker is having a criminal record or other involvement with the criminal justice system. The data shown in the table above (last column) is the percentage of Disadvantaged Workers (based on hours worked) that have criminal records or involvement with the criminal justice system that have worked or are still working on Metro's PLA/CCP projects.

Crenshaw/LAX Transit Corridor  
Prime: Walsh/Shea Corridor Constructors

The Crenshaw/LAX Transit Corridor project Contractor has completed 80.80% of the estimated construction work hours for this project. The Contractor is currently exceeding the Targeted Worker goal at 59.71%, Apprentice Worker Goal at 22.80%, Disadvantaged Worker goal at 12.41% and the minority participation percentage goals; however, the Contractor is not meeting the 6.90% Female Participation goal at 3.42%. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours.

Staff issued an Executive Order 11246 Notice, requesting that the Prime Contractor document efforts related to the recruitment of female workers as part of their efforts to increase female participation.

Regional Connector Transit Corridor  
Prime: Regional Connector Constructors, Joint Venture

The Regional Connector Transit Corridor project Contractor has completed 35.16% of the estimated construction work hours for this project. The Contractor is currently exceeding the Targeted Worker goal at 58.17% and the minority participation percentage goals; however, the Contractor is not meeting the 20% Apprentice Worker goal at 16.54%, the 10% Disadvantaged Worker goal at 6.83% or the 6.90% Female Participation goal at 2.59%. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours.

Staff issued an Executive Order 11246 Notice, requesting that the Prime Contractor document efforts related to the recruitment of female workers as part of their efforts to increase female participation.

The Contractor is currently in the process of updating its Employment Hiring Plan (EHP) to address compliance with the PLA/CCP workforce goals. Staff will continue to monitor the Contractor's EHP and work closely with the Contractor towards meeting all worker goals for this project.

Westside Subway Extension Project, Section 1 Design-Build  
Prime: Skanska-Traylor-Shea, a Joint Venture (STS)

The Westside Subway Extension Project, Section 1 project Contractor has completed 27.67% of the estimated construction work hours for this project. The Contractor is currently exceeding the Targeted Worker goal at 65.82% and the minority participation percentage goals; however, the Contractor is not meeting the 20% Apprentice Worker goal at 16.73%, the 10% Disadvantaged Worker goal at

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8.22% or the 6.90% Female Participation goal at 4.30%. The attainment for the 20% Apprentice Worker is based on total apprenticeable hours.

The Contractor has submitted an EHP which outlines compliance with meeting the PLA/CCP workforce goals Mid-2018. Staff will continue to monitor the Contractor's EHP and work closely with the Contractor towards meeting all worker goals for this project.

Staff is in the process of issuing an Executive Order 11246 Notice, to request Prime Contractor to document efforts related to the recruitment of female workers as part of their effort to increase female participation.

#### Metro Blue Line Pedestrian and Swing Gates

Prime: Icon-West

The Metro Blue Line Pedestrian and Swing Gates project Contractor has completed 99.14% of the estimated construction work hours on this project. The Contractor is currently exceeding the Targeted Worker goal at 63.62%, Apprentice Worker goal at 23.91%, Disadvantaged Worker goal at 12.59% and the minority participation percentage goals; however, the Contractor is not meeting the 6.90% Female Participation goal at 0.80%. The attainment for the 20% Apprentice Worker is based on total apprenticeable hours.

Staff issued a notice and met with the Prime Contractor to discuss the low female utilization attainment on this project. Contractor responded by hiring two additional female workers on the project which resulted in a slight increase in female participation attainment (from 0.25% to 0.80%).

#### Division 16 - Southwestern Yard

Prime: Hensel Phelps/Herzog, J.V.

The Division 16 Southwestern Yard project Contractor has completed 56.32% of the estimated construction work hours on this project. The Contractor is currently exceeding the Local Targeted Worker goal at 51.97%, Apprentice Worker goal at 23.93%, and the minority participation percentage goals; however, the Contractor is not meeting the 10% Disadvantaged Worker goal at 9.47% and the 6.9% Female Participation goal at 4.75%. The attainment for the 20% Apprentice Worker is based on total apprenticeable hours.

The Contractor indicated that several disadvantaged workers were hired on the project which will increase the Disadvantaged Worker attainment above the 10% requirement by next reporting cycle. Staff will work closely with the Contractor towards meeting all worker goals for this project. This contract falls under the United States Department of Transportation's (U.S. DOT) Local Hire Pilot Program.

Staff is in the process of issuing an Executive Order 11246 Notice, to request Prime Contractor to document efforts related to the recruitment of female workers as part of their effort to increase female participation.

Patsaouras Plaza Busway Station

Prime: OHL-USA, Inc.

The Patsaouras Plaza Busway Station project Contractor has completed 50.13% of the estimated construction work hours on this project. The Contractor is currently exceeding the Targeted Worker goal at 61.49% and the minority participation percentage goals; however, the Contractor is not meeting the 20% Apprentice Worker goal at 8.26%, the 10% Disadvantaged Worker goal at 2.54% or the 6.90% Female Participation goal at 1.61%. The attainment for the 20% Apprentice Worker is based on total apprenticeable hours.

Metro staff issued a Notice of Non-Compliance on November 2017 for the low attainment of the Apprentice and Disadvantaged Worker goals. The Contractor submitted a revised Employment Hiring Plan with action plan for meeting all PLA/CCP workforce provisions by end of the project. Staff will continue to monitor the Contractor's EHP and will work closely with the Contractors towards meeting all worker goals for this project.

Staff is in the process of issuing an Executive Order 11246 Notice, to request Prime Contractor to document efforts related to the recruitment of female workers as part of their effort to increase female participation.

Bob Hope Airport/Hollywood Way Station

Prime: C.A. Rasmussen, Inc.

The Bob Hope Airport/Hollywood Way Station project Contractor has completed 48.80% of the estimated construction work hours on this project. The Contractor is currently exceeding the Apprentice Worker goal at 22.29%, Disadvantaged Worker goal at 12.49% and the minority participation percentage goals; however, the Contractor is not meeting the 40% Targeted Worker goal at 39.862%, and the 6.9% Female Participation goal at 1.35%. The attainment for the 20% Apprentice Worker is based on total apprenticeable hours.

Staff issued a notice and met with the Prime Contractor to discuss the low female utilization attainment on this project. Contractor responded by hiring a female worker on the project, which resulted in a slight increase in female participation attainment (from 0% to 1.35%).

The Contractor has submitted an EHP which outlines compliance with meeting the PLA/CCP workforce goals in January 2018. Staff will continue to monitor the Contractor's EHP and work closely with the Contractor towards meeting all worker goals for this project.

Non-Revenue Maintenance Bldg. at Vernon Yard

Prime: Access Pacific, Inc.

The Non-Revenue Maintenance Bldg. at Vernon Yard project Contractor has completed 57.19% of the estimated construction work hours on this project. The Contractor is currently exceeding the

Targeted Worker goal at 58.99%, Female Participation goal at 9.74% and the minority participation percentage goals; however the Contractor is not meeting the 20% Apprentice Worker goal at 14.59% and the 10% Disadvantaged Worker goal at 9.74%. The attainment for the 20% Apprentice Worker is based on total apprenticeable hours.

The Contractor has submitted an EHP which outlines compliance with meeting the PLA/CCP workforce goals by February 2018. Staff will work closely with the Contractor towards meeting all worker goals for this project.

**Female Utilization Update**

Provided in the following table is the female utilization participation report on Metro’s PLA/CCP projects. The table reports the number of cumulative female workers on active PLA/CCP projects within the last three months of FY17.

Project Name:	Prime Contractor:	No. of Female Workers October 2017	No. of Female Workers November 2017	No. of Female Workers December 2017
Crenshaw/LAX Transit Corridor	Walsh/Shea Corridor Constructors	126	132	137
Regional Connector Transit Corridor	Regional Connector Constructors, JV	38	45	48
Westside Subway Extension Project, Section 1	Skanska-Traylor-Shea, JV	44	44	54
Metro Blue Line Pedestrian and Swing Gates	Icon-West	3	3	4
Division 16 – Southwestern Yard	Hensel Phelps/Herzog, JV	18	19	22
Patsaouras Plaza Busway Station	OHL, USA, Inc.	1	1	1
Bob Hope Airport/Hollywood Way Station	C.A. Rasmussen, Inc.	0	1	1
Non-Revenue Maintenance Bldg at Vernon Yard	Access Pacific, Inc.	0	2	2

**B. Female Utilization Action Plan Update**

As requested by Metro's Board, staff within Diversity and Economic Opportunity conducted a cursory assessment of other agency's workforce programs, hiring best practices and strategies utilized to increase female participation. Staff gathered the information and incorporated the best practices into the development of Metro's Female Utilization Action Plan and following is an update as of this reporting period.

- **Female Participation Resource Guide:** Staff is developing a Female Participation Resource Guide that Contractors can use as a resource to increase female participation and retention on construction contracts as outlined by the EHP. The resource guide will include training and recruitment sources, outreach best practices, support service resources, and worksite and retention best practices. Staff has completed a draft list of support service resources to include in the Female Participation Resource Guide which includes the following:
  - women's support services
  - family source, work source, and youth source services
  - childcare and afterschool programs
  - gender sensitivity and management training resources
  - ex-offender/ new contributor resources
  - healthcare and housing resources.

**Status:** In progress

- **Milestone:** Complete the Female Participation Resource Guide in February 2018.
- **Workforce Utilization Study:** Initiated development of the scope of work for a Workforce Utilization (Disparity) Study to determine the availability of women and minorities in the construction trades throughout the Los Angeles County region. The study will identify the demand for construction labor by Metro and other agencies in the region, the available labor supply, and the labor supply shortfall. Staff has acquired and reviewed workforce and disparity study assessments from Seattle Sound Transit, San Francisco Bay Area Rapid Transit District (BART), Oregon Department of Transportation and the City of Cincinnati for research and best practices to develop the statement of work.

**Status:** In progress

**Milestone:** Issue the request for proposal for the procurement in March 2018.

- **Contractor Scorecard:** Staff has completed the grading scale for the Contractor scorecard which scores a Contractor's attainments towards Executive Order 11246's female participation goal of 6.9%. Staff is working in collaboration with Metro's Communications team on the design and development of the print and web version of the scorecard.

**Status:** In progress

**Milestone:** Implement the scorecard on Metro's PLA/CCP webpage and the PLA/CCP quarterly brochure in March 2018.



- Develop solicitation language: Developed language to include in construction contract solicitations requiring contractors to include a Female Utilization Action Plan in efforts to increase female participation on their projects. The solicitation language is currently being reviewed by Metro's Procurement Administration & Policy staff and County Counsel.

**Status:** In progress

**Milestone:** Incorporate approved language into applicable construction contract templates by March 2018.

- Evening WINTER training classes: Staff met with the Women in Non-Traditional Employment Roles (WINTER) organization and researched the feasibility of subsidizing evening training programs for women seeking construction careers. The issue of women unable to participate in WINTER's construction training program since it requires daytime availability was discussed. WINTER has provided staff with draft schedules for three to four training sessions per year including the resource requirements. DEOD staff will continue to coordinate discussions with WINTER and enlist external partners to participate in the discussion in effort to identify resources that can be leveraged to subsidize the evening training courses.

**Status:** In progress

**Milestone:** In coordination with WINTER and other potential partners, finalize logistics to begin the training sessions by summer 2018.

- PLA/CCP Summit: Plan summit which will focus on increasing female participation on construction projects. The summit will feature a panel of women in the construction industry, industry speakers including trade representatives, private employers and others to discuss female apprentices, challenges faced by female workers and best practices for increasing the retention rates of female workers.

**Status:** Pending

**Milestone:** Host summit late summer 2018.

DEOD staff will continue to focus on ongoing efforts and initiatives such as:

- Apprenticeship Referrals: PLA/CCP job coordinators have been instructed to refer candidates to pre-apprenticeship training programs that are recognized by the Building Trade's apprenticeship organizations. Pre-apprenticeship training programs utilizing the MC3 curriculum are accepted by the Building Trade's apprenticeship training programs and should only be used as referrals.
- Internal Process of EO11246 goals: Staff has implemented internal compliance procedures to reinforce EO11246 goals. Staff currently tracks Contractor's attainments toward PLA/CCP goals on projects at 25%, 50% and 75% completion; which this process has been expanded to monitor compliance of female participation in efforts to identify and discuss strategies to achieve the goal.

In addition, staff will continue to implement the various activities that have been outlined as part of the Female Utilization Action Plan such as: host a training session with Contractors and the job coordinators on initiatives to increase female utilization on construction projects; publically recognize Contractor's that meet and/or exceed the female goal; and continue to work in collaboration with

Metro's Women & Girls Governing Council (WGGC), Metro's Women Build LA initiative and Workforce Initiative Now-Los Angeles (WIN-LA) in efforts focused on female outreach, inclusion and advancement in the construction trades.

### **C. Pilot Local Hire Update**

On October 6, 2017, the Federal Register published a notice from the USDOT announcing the withdrawal of the Pilot Local Hire program. Metro has three construction projects awarded subject to the USDOT Pilot Local Hire Initiative which include:

- C0991 Division 16 - Southwestern Yard (contract value of \$172M)
- C1120 Westside Purple Line Extension Project - Section 2 (contract value of \$1.3B)
- C1153 Purple Line Extension Section 3 - Advanced Utility Relocations (contract value of \$11M).

In addition, Metro has seven rolling stock contracts that contain the Local Employment Plan (LEP).

- A650-2015 Heavy Rail Vehicle Overhaul
- P2000 Light Rail Vehicle Overhaul
- HR400 Purchase of New Heavy Rail Vehicles
- OP28367-000 Forty Foot (40') Low Floor CNG Buses
- OP28367-001 Sixty Foot (60') Low Floor Zero Emission Buses
- OP28367-002 Forty Foot (40') Low Floor Zero Emission Buses
- OP28367-003 Sixty Foot (60') Low Floor CNG Buses.

These combined seven projects will create new jobs in Los Angeles County totaling over \$62.3 million in wages and benefits over the next seven years. The LEP is projected to create an estimated 217 new jobs for the base and option contract terms for the seven projects.

### **D. Outreach**

In efforts to attain the highest percentages of Targeted, Apprentice and Disadvantaged Workers on PLA/CCP projects, DEOD staff continuously seeks opportunities to keep the community informed and engaged of construction career opportunities available through the PLA/CCP. Staff consistently collaborates with community based organizations and other partners including the contractors on outreach events, initiatives and activities.

Staff participated in the following outreach events:

- The Metro "Women Build METRO LA" Committee conducted a quarterly Apprenticeship Readiness Fair symposium on the Transportation Industry on November 3, 2017 at Long Beach Community College (4<sup>th</sup> District). It focused on the many opportunities for women in the transportation industry with special focus on the construction trades. The next Fair will be scheduled in the 5<sup>th</sup> District in spring 2018.
- On November 27, 2017, WBMLA and Women in Non Traditional Employment Roles (WINTER) hosted apprenticeship training center tours to the Steamfitters-Pipefitters JACTC, Laborers Local

1309, Boilermakers Local 92 and Southern California Sheet Metal JATC.

- On January 5, 2018, WBMLA and Project Labor Agreement staff attended the Homeless Support Network Meeting to inform the coalition of service providers about taking advantage of upcoming opportunities for disadvantaged workers and women who want to work in the construction trades.

### **NEXT STEPS**

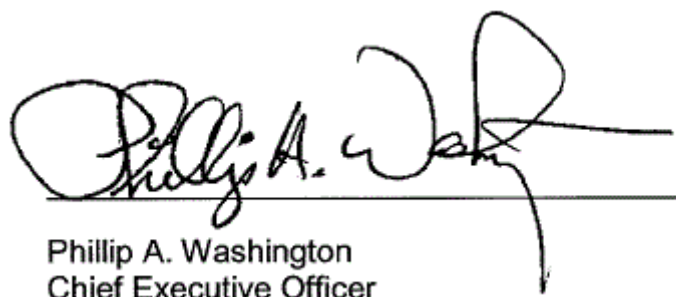
DEOD staff will continue to monitor Contractor's hiring efforts and initiate the newly proposed and recurring activities as outlined. Staff will continue to identify initiatives and outreach efforts to promote awareness, engagement and participation in construction career opportunities; including implement the Female Utilization Action Plan.

### **ATTACHMENTS**

Attachment A - PLA/CCP Completed Projects  
Attachment B - PLA/CCP Report Data

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Phillip A. Washington  
Chief Executive Officer

## ATTACHMENT A

### Completed Contracts:

Completed Projects:	Prime Contractor:	Targeted Worker Goal (40%)	Apprentice Worker Goal (20%)	Disadvantaged Worker Goal (10%)	Female Utilization Goal (6.90%)	*Percentage of Disadvantaged Workers that are in the Criminal Justice System Category
Crenshaw Advanced Utility Relocation Project	Metro Builders	61.41%	13.84%	21.08%	0.52%	2.90%
Westside Subway Extension Advanced Utility Relocation	Metro Builders	67.47%	11.12%	11.08%	7.48%	0.00%
Westside Subway Exploratory Shaft	Innovative Construction Solutions	50.88%	75.05%	11.23%	0.42%	96.23%
Regional Connector Transit Corridor Adv. Utility Relocation	Pulice Construction	51.61%	21.37%	22.83%	2.57%	28.39%
CNG Emergency Generator Division 7 & 8	Taft Electric	46.42%	25.51%	39.08%	4.68%	39.48%
Division 13 CNG Fueling Facility, Design/Build/Operate	Clean Energy	67.54%	20.17%	60.72%	1.69%	49.48%
Metro Blue Line Stations Refurbishments	S.J. Amoroso	56.01%	26.10%	13.62%	0.48%	28.03%
Westside Extension Project Advanced Utility Relocation (Fairfax Station)	WA Rasic	63.27%	20.61%	19.90%	2.78%	9.24%
Metro Rail Security Kiosks	Icon-West	45.90%	27.06%	20.17%	0.00%	100.00%
Westside Extension Project Advanced Utility Relocation (La Cienega Station)	Bubalo Construction	65.15%	21.76%	20.96%	0.57%	28.10%
MRL/MOL North Hollywood Station West Entrance	Skanska, USA	57.79%	24.28%	15.78%	7.44%	84.26%
Patsaouras Plaza POV Relocation, Pavers and Storm Drain Repair	AP Construction	76.46%	21.26%	42.56%	3.91%	6.48%
Universal City Pedestrian Bridge	Griffith Company	38.33%	27.49%	12.55%	1.57%	48.51%
MRL Pershing Square Canopy Addition and Escalator Replacements	Clark Construction, LLC	50.62%	33.68%	14.12%	1.46%	86.41%

Please refer to the attached PLA/CCP Data Report for additional information on each project.

Crenshaw Advanced Utility Relocation Project  
Prime: Metro Builders

The Crenshaw Advanced Utility Relocation project is 100% complete as of September 2014. Final reporting shows the Targeted Worker attainment at 61.41%, Disadvantaged Worker attainment at 21.08% and the minority participation percentage goals were attained; however, the Contractor did not meet the 20% Apprentice Worker goal at 13.84% and the 6.90% Female Participation goal at 0.52%. The attainment for the 20% Apprentice worker goal is based on total apprenticeable hours. Metro staff met with the Contractor in January 2015 and executed liquidated damages for not meeting the apprentice goal for this project. The Contractor complied with Metro's liquidated damages and this issue is closed.

Westside Subway Extension Advanced Utility Relocation  
Prime: Metro Builders

The Westside Subway Extension Advanced Utility Relocation project is 100% complete as of October 2014. Final reporting shows the Targeted Worker attainment at 67.47%, Disadvantaged Worker attainment at 11.08%, Female Participation attainment at 7.48% and the minority participation percentage goals were attained; however, the Contractor did not meet the 20% Apprentice Worker goal at 11.12%. The attainment for the 20% Apprentice worker goal is based on total apprenticeable hours. Metro staff met with the Contractor in January 2015 and executed liquidated damages for not meeting the apprentice goal for this project. The Contractor complied with Metro's liquidated damages and this issue is closed.

Westside Subway Exploratory Shaft  
Prime: Innovative Construction Solutions (ICS)

The Westside Subway Extension Exploratory Shaft project is 100% complete as of October 2014. Final reporting shows the Targeted Worker attainment at 50.88%, Apprentice Worker attainment at 75.05%, Disadvantaged Worker attainment at 11.23% and the minority participation percentage goals were attained; however, the Contractor did not meet the 6.90% Female Participation goal at 0.42%. The attainment for the 20% Apprentice worker goal is based on total apprenticeable hours. No labor grievances occurred on this project.

Regional Connector Transit Corridor Advanced Utilities Relocation  
Prime: Pulice Construction

The Regional Connector Transit Corridor Advanced Utilities Relocation project was terminated for convenience in April 2015 and is now closed. Final reporting shows the Targeted Worker attainment at 51.61%, Apprentice Worker attainment at 21.37%, Disadvantaged Worker attainment at 22.83% and the minority participation percentage goals were attained; however, the Contractor did not meet the 6.90% Female Participation goal at 2.57%.

CNG Emergency Generator Division 7 and 8  
Prime: Taft Electric

The CNG Emergency Generator Division 7 and 8 project is 100% complete as of May 2015. Final reporting shows the Targeted Worker attainment at 46.42%, Apprentice Worker attainment at 25.51%, Disadvantaged Worker attainment at 39.08% and the minority percentage goals were attained; however, the Contractor did not meet the 6.90% Female Participation goal at 4.68%. The attainment for the 20% Apprentice worker goal is based on total apprenticeable hours. No labor grievances occurred on this project.

Division 13 CNG Fueling Facility, Design/Build/Operate  
Prime: Clean Energy

The Division 13 CNG Fueling Facility, Design/Build/Operate project Contractor is 100% complete as of June 2015. Final reporting shows the Targeted Worker attainment at 67.54%, Apprentice Worker attainment at 20.17%, Disadvantaged Worker attainment at 60.72% and the minority percentage goals were attained; however, the Contractor did not meet the 6.90% Female Participation goal at 1.69%. The attainment for the 20% Apprentice worker goal is based on total apprenticeable hours. No labor grievances occurred on this project.

Metro Blue Line Station Refurbishments  
Prime: S.J. Amoroso

The Metro Blue Line Station Refurbishments project Contractor is 100% complete as of August 2015. Final reporting shows the Targeted Worker attainment at 56.01%, Apprentice Worker attainment at 26.10%, Disadvantaged Worker attainment at 13.62% and the minority percentage goals were attained; however, the Contractor did not meet the 6.90% Female Participation goal at 0.48%. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours.

Westside Subway Extension Advanced Utility Relocation (Fairfax Station)  
Prime: W.A. Rasic

The Westside Subway Extension Advanced Utility Relocation – Fairfax Station project is 100% complete as of December 2015. Final reporting shows the Targeted Worker attainment at 63.27%, Apprentice Worker attainment at 20.61%, Disadvantaged Worker attainment at 19.90% and the minority percentage goals were attained; however, the Contractor did not meet the 6.90% Female Participation goal at 2.78%. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours.

Metro Rail Security Kiosks  
Prime: Icon-West

The Metro Rail Security Kiosks project is 100% complete as of March 2016. Final reporting shows the Targeted Worker attainment at 45.90%, Apprentice Worker

attainment at 27.06%, Disadvantaged Worker attainment at 20.17% and the minority percentage goals were attained; however, the Contractor did not meet the 6.90% Female Participation goal at 0.00%. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours. No labor grievances occurred on this project.

Westside Extension Project Advanced Utility Relocation (La Cienega)  
Prime: Bubalo Construction

The Westside Extension Project Advanced Utility Relocation project is 100% completed as of October 2016. Final reporting shows the Targeted Worker attainment at 65.15%, Apprentice Worker attainment at 21.76%, Disadvantaged Worker attainment at 20.96% and the minority percentage goals were attained; however, the Contractor did not meet the 6.90% Female Participation goal at 0.57%. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours. No labor grievances occurred on this project.

Metro Red Line/Metro Orange Line (MRL/MOL) North Hollywood Station West Entrance  
Prime: Skanska

The Metro Red Line/Metro Orange Line (MRL/MOL) North Hollywood Station West Entrance project is 100% completed as of November 2016. Final reporting shows the Targeted Worker attainment at 57.79%, Apprentice Worker attainment at 24.28%, Disadvantaged Worker attainment at 15.78%, Female Participation goal at 7.44% and the minority percentage goals were attained. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours.

Patsaouras Plaza POV Relocation, Pavers and Storm Drain Repairs  
Prime: AP Construction

The Patsaouras Plaza Privately-Owned-Vehicle Relocation, Pavers and Storm Drain Repairs project is 100% completed as of April 2017. Final reporting shows the Targeted Worker attainment at 76.46%, Apprentice Worker attainment at 21.26%, Disadvantaged Worker attainment at 42.56% and the minority percentage goals were attained; however, the Contractor did not meet the 6.90% Female Participation goal at 3.91%. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours. No labor grievances occurred on this project.

Universal City Pedestrian Bridge  
Prime: Griffith Company

The Universal City Pedestrian Bridge project is 100% completed as of June 2017. Final reporting shows the Apprentice Worker attainment at 27.49%, Disadvantaged Worker goal at 12.55% and the minority participation percentage goals were attained; however, the Contractor did not meet the 40% Targeted Worker goal at 38.33% and the 6.90% Female Participation goal at 1.57%. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours. Staff executed liquidated damages for not meeting the Targeted Worker goal for this project. The assessed liquidated damages

were utilized during negotiations to offset the contractor's claimed additional costs and this issue is closed.

MRL Pershing Square Canopy Addition and Escalator Replacement  
Prime: Clark Construction, LLP

The MRL Pershing Square Canopy Addition and Escalator Replacement project Contractor is 100% completed as of August 2017. Final reporting shows the Targeted Worker attainment at 50.62%, Apprentice Worker attainment at 33.68%, Disadvantaged Worker attainment at 14.12% and the minority percentage goals were attained; however, the Contractor did not meet the 6.90% Female Participation goal at 1.46%. The attainment for the 20% Apprentice Worker goal is based on total apprenticeable hours. No labor grievances occurred on this project.



# **Project Labor Agreement (PLA) / Construction Careers Policy (CCP) Update**

**Report Data Through  
December 2017 Reporting Period**

# Crenshaw/LAX Transit Corridor Project

PLA Targeted Worker Attainment: Prime: Walsh/Shea

## Report Data Through December 2017

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
4,261,860.58	59.71%	22.80% Based on Total Apprenticesable Work Hours	12.41%

Percentage Project Complete Based on Worker Hours: 80.80% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
4,261,860.58	12.36%	1.21%	22.24%	60.71%	1.28%	2.20%	75.56%	3.42%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Regional Connector Transit Corridor Project

**PLA Targeted Worker Attainment:** Prime: R.C.C., Joint Venture

## Report Data Through December 2017

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
1,154,810.80	58.17%	16.54% Based on Total Apprenticeable Work Hours	6.83%

Percentage Project Complete Based on Worker Hours: 35.16% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
1,154,810.80	7.69%	0.59%	27.70%	58.77%	0.76%	4.49%	67.81%	2.59%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Westside Subway Extension Project, Section 1 – D/B

**PLA Targeted Worker Attainment: Prime: S.T.S., Joint Venture**

## Report Data Through December 2017

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
901,044.54	65.82%	16.73% Based on Total Apprenticeable Work Hours	8.22%

**Percentage Project Complete Based on Worker Hours: 27.67% (rounded)**

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/ Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
901,044.54	10.41%	1.48%	19.79%	63.27%	0.32%	4.73%	75.48%	4.30%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Metro Blue Line Pedestrian & Swing Gates

PLA Targeted Worker Attainment: Prime: Icon-West

## Report Data Through December 2017

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
50,070.20	63.62%	23.91% <small>Based on Total Apprenticesable Work Hours</small>	12.59%

Percentage Project Complete Based on Worker Hours: 99.14% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
50,070.20	4.28%	0.00%	13.70%	77.92%	0.00%	4.10%	82.20%	0.80%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Division 16: Southwestern Yard

**PLA Targeted Worker Attainment: Prime: Hensel Phelps/Herzog, JV**

## Report Data Through December 2017

No. of Work Hours*	Local Targeted Economically Disadvantaged Worker Utilization(%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
196,855.51	51.97%	23.93% <small>Based on Total Apprenticable Work Hours</small>	9.47%

**Percentage Project Complete Based on Worker Hours: 56.32% (rounded)**

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
196,855.51	8.77%	1.17%	23.62%	53.75%	0.33%	12.35%	64.02%	4.75%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Patsaouras Plaza Busway Station

**PLA Targeted Worker Attainment:** Prime: OHL-USA, Inc.

## Report Data Through December 2017

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
42,606.25	61.49%	8.26% <small>Based on Total Apprenticesable Work Hours</small>	2.54%

**Percentage Project Complete Based on Worker Hours: 50.13% (rounded)**

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
42,606.25	1.87%	4.88%	17.28%	72.58%	0.27%	3.13%	79.60%	1.61%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Bob Hope Airport/Hollywood Way Station

PLA Targeted Worker Attainment: Prime: C.A. Rasmussen, Inc.

## Report Data Through December 2017

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
10,556.94	39.86%	22.29% <small>Based on Total Apprenticeable Work Hours</small>	15.10%

Percentage Project Complete Based on Worker Hours: 48.80% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
10,556.94	5.21%	0.04%	9.62%	68.48%	0.00%	16.65%	73.73%	1.35%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.



# Non-Revenue Maintenance Bldg. at Vernon Yard

PLA Targeted Worker Attainment: Prime: Access Pacific, Inc.

## Report Data Through December 2017

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
2,724.74	58.99%	14.59% <small>Based on Total Apprenticesable Work Hours</small>	9.74%

Percentage Project Complete Based on Worker Hours: 57.19% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
2,724.74	0.00%	0.00%	5.67%	89.60%	2.37%	2.36%	91.97%	9.74%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Crenshaw/LAX Advanced Utilities Relocations

PLA Targeted Worker Attainment: Prime: Metrobuilders

Report Data Through Oct 31, 2014 **(FINAL)**

No. of Work Hours	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
61,708.26*	61.41%		21.08%
43,277.52**		13.84%	

Percentage Project Complete Based on Worker Hours: 100%

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
61,708.26	11.66%	0.01%	22.02%	66.29%	0.01%	0.00%	77.97%	0.52%



\* Total Cumulative Project Hours as Reported by Prime Contractor.

\*\* Total Apprenticeable Cumulative Hours as Reported by Prime Contractor.

# Westside Subway Extension Advanced Utilities

PLA Targeted Worker Attainment: Prime: Metrobuilders

Report Data Through November 2014 **(FINAL)**

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
37,731.76	67.47%	11.12%	11.08%

Percentage Project Complete Based on Worker Hours: 100%

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
37,731.76	3.92%	0.00%	12.76%	76.87%	0.00%	6.45%	80.79%	7.48%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Westside Subway Extension Exploratory Shaft

PLA Targeted Worker Attainment: Prime: Innovative Constructive Solutions

Report Data Through October 2014 **(FINAL)**

No. of Work Hours	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
*18,049.25	50.88%		11.23%
**238.50		75.05%	

Percentage Project Complete Based on Worker Hours: 100%

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
18,049.25	11.40%	0.00%	22.71%	33.18%	1.19%	31.52%	45.77%	0.42%



- \* Total Cumulative Project Hours as Reported by Prime Contractor.
- \*\* Total Apprenticeable Cumulative Hours as Reported by Prime Contractor.

# Regional Connector Advanced Utility Relocations

PLA Targeted Worker Attainment: Prime: Pulice

Report Data Through May 2015 **(FINAL)**

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
58,903.00	51.61%	21.37% Contractor Reported Based on Total Work Hours	22.83%

Percentage Project Complete Based on Worker Hours: 100.00% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
58,903.00	1.36%	0.41%	17.43%	80.30%	0.00%	0.50%	82.07%	2.57%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# CNG Emergency Generator Division 7 and 8

PLA Targeted Worker Attainment: Prime: Taft Electric Company

Report Data Through May 2015 **(FINAL)**

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
3,289.50	46.42%	25.51% Based on Total Apprenticeable Work Hours	39.08%

Percentage Project Complete Based on Worker Hours: 100.00% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
3,289.50	14.47%	1.92%	38.21%	45.40%	0.00%	0.00%	61.79%	4.68%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Division 13 CNG Fueling Facility, Design/Build/Operate

PLA Targeted Worker Attainment: Prime: Clean Energy

Report Data Through June 2015 **(FINAL)**

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
11,496.00	67.54%	20.17% <small>Based on Total Apprenticeship Work Hours</small>	60.72%

Percentage Project Complete Based on Worker Hours: 100.00% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
11,496.00	31.21%	3.03%	26.54%	39.23%	0.00%	0.00%	73.47%	1.69%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Metro Blue Line Station Refurbishments

PLA Targeted Worker Attainment: Prime: S.J. Amoroso

## Report Data Through June 2015 (FINAL)

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
41,274.75	56.01%	26.10% Based on Total Apprenticiable Work Hours	13.62%

Percentage Project Complete Based on Worker Hours: 100.00% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
41,274.75	16.59%	1.55%	20.72%	61.14%	0.00%	0.00%	79.28%	0.48%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.



# Westside Subway Extension Project AUR (Fairfax Station)

PLA Targeted Worker Attainment: Prime: W.A. Rasic

## Report Data Through December 2015 (FINAL)

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
37,510.00	63.27%	20.61% <small>Based on Total Apprenticesable Work Hours</small>	19.90%

Percentage Project Complete Based on Worker Hours: 100.00% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
37,510.00	9.44%	0.01%	13.39%	77.08%	0.00%	0.09%	86.53%	2.78%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Metro Rail Security Kiosks

## PLA Targeted Worker Attainment: Prime: Icon-West

### Report Data Through March 2016 (FINAL)

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
7,281.75	45.90%	27.06% <small>Based on Total Apprenticesable Work Hours</small>	20.17%

Percentage Project Complete Based on Worker Hours: 100.00% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
7,281.75	48.19%	0.27%	15.16%	34.78%	0.87%	0.72%	84.11%	0.00%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Westside Extension Project AUR (La Cienega Station)

PLA Targeted Worker Attainment: Prime: Bubalo Construction

Report Data Through October 2016 **(FINAL)**

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
52,043.60	65.15%	21.76% <small>Based on Total Apprenticesable Work Hours</small>	20.96%

Percentage Project Complete Based on Worker Hours: 100% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
52,043.60	4.84%	0.00%	7.52%	87.64%	0.00%	0.00%	92.48%	0.57%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# MRL/MOL North Hollywood Station West Entrance

PLA Targeted Worker Attainment: Prime: Skanska

Report Data Through November 2016 **(FINAL)**

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
85,105.00	57.79%	24.28% <small>Based on Total Apprenticesable Work Hours</small>	15.78%

Percentage Project Complete Based on Worker Hours: 100% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
85,105.00	11.06%	0.40%	27.47%	56.58%	1.04%	3.45%	69.08%	7.44%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Patsaouras Plaza POV Relocation, Pavers & Storm Drain PLA Targeted Worker Attainment: Prime: AP Construction

Report Data Through April 2017 **(FINAL)**

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
18,173.00	76.46%	21.26% <small>Based on Total Apprenticesable Work Hours</small>	42.56%

Percentage Project Complete Based on Worker Hours: 100% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
18,173.00	6.96%	0.35%	3.31%	89.06%	0.00%	0.33%	96.37%	3.91%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# Universal City Pedestrian Bridge

PLA Targeted Worker Attainment: Prime: Griffith Company

Report Data Through June 2017 **(FINAL)**

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
109,020.00	38.33%	27.49% <small>Based on total Apprenticeable Work hours</small>	12.55%

Percentage Project Complete Based on Worker Hours: 100% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/ Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
109,020.00	8.50%	4.11%	22.25%	61.79%	0.62%	2.83%	75.02%	1.57%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.

# MRL Pershing Square Canopy & Escalator Replacement

## PLA Targeted Worker Attainment: Prime: Clark Construction, LLP

### Report Data Through June 2017 (FINAL)

No. of Work Hours*	Targeted Economically Disadvantaged Worker Utilization (%) Goal: 40%	Apprentice Utilization (%) Goal: 20%	Disadvantaged Worker Utilization (%) Goal: 10%
22,562.00	50.62%	33.68% <small>Based on Total Apprenticesable Work Hours</small>	14.12%

Percentage Project Complete Based on Worker Hours: 100% (rounded)

## Executive Order 11246 Demographic Summary

No. of Work Hours*	African American Utilization	Asian/Pacific Islander Utilization	Caucasian Utilization	Hispanic Utilization	Native American Utilization	Other/Declined to state	Minority Utilization Goal: 28.3% (rounded)	Female Utilization Goal: 6.9%
22,562.00	6.13%	1.91%	41.21%	46.93%	1.15%	2.67%	56.12%	1.46%



\*Cumulative Hours Through End of Noted Reporting Period – as Reported by Prime Contractor. Data subject to change to reflect updates or audits.



Project Labor Agreement (PLA)/  
Construction Careers Policy (CCP) Report  
Construction Committee Item #30  
February 15, 2018



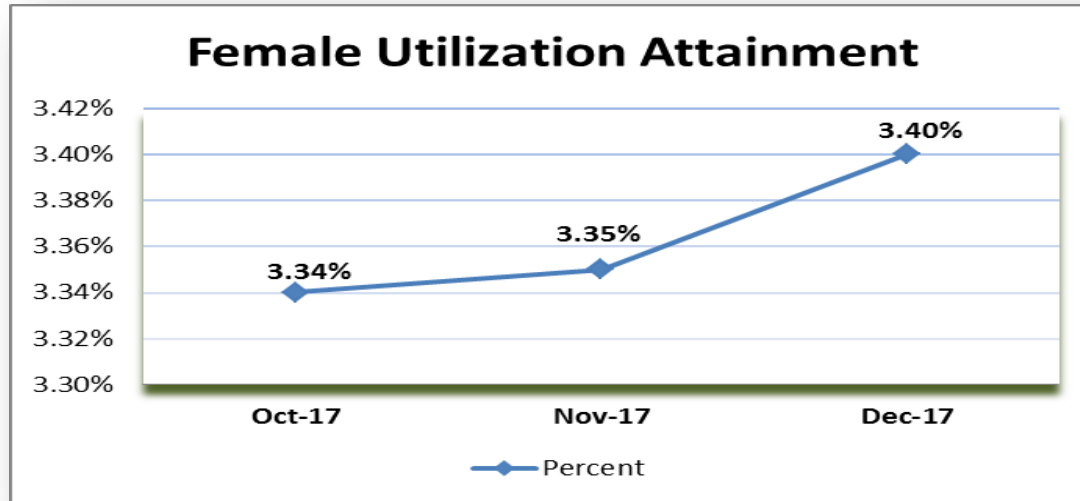
# PLA/CCP Program Achievements

- Attainment
  - 59.84% Economically Disadvantaged
  - 20.97% Apprentice
  - 11.33% Disadvantaged
- >\$122 Million paid to Targeted Workers \*
  - \$23 Million paid to Disadvantaged Workers \*
  - \$31 Million paid to Apprentice Workers\*\*
- Exceeded Targeted/Apprentice/Disadvantaged Worker goals
- No work stoppages or lockouts



(\*Based on the lowest laborers rate as of June 2017)  
(\*\*Based on the lowest apprentice rate as of January 2017)  
(Workers may fall into multiple categories)

# Female Utilization Attainment



- Metro's female utilization attainment has slightly increased to 3.40% between November 2017 to December 2017
- 39 female workers were hired on all active construction projects between November 2017 to December 2017

## Female Utilization Activities Update

- Established formal process to meet with contractors upon 20%/50%/75% project completion milestones
- Continued efforts to encourage female participation outreach, employment and compliance. As of the reporting period:
  - Staff issued four (4) notices of non-compliance to contractors not meeting the 6.9% female goal
  - Staff prepared to issue (3) pending notices of non-compliance for contractors not meeting the 6.9% female goal
- Ongoing focus to implement activities and initiatives outlined in the Female Action Plan

# Female Participation Action Plan Status

Timeline	Action	Status
30-60 Days	Develop utilization disparity study scope of work	On Schedule
	Create a participation Score Card to report Contractor attainments	On Schedule
60-90 Days	Conduct utilization disparity study to develop strategies and partnerships	On Schedule
	Publicly recognize contractors achieving/exceeding goals	On Schedule
	Assess alternatives for contractors to provide supportive services	In Progress
	Research feasibility of subsidizing evening WINTER classes for women	In Progress
Ongoing	Increase outreach and incorporate best practices from other agencies	Ongoing
	Refer applicants to union recognized pre-apprenticeship programs	Ongoing
	Advance outreach efforts through WINTER, WGGC, and organizations	Ongoing
	Identify support through WIN-LA partners for women on construction paths	Ongoing

## Upcoming Outreach Activities

- Host training sessions with contractors and job coordinators on implementing initiatives to support Metro's Female Participation Action Plan - February 2018
- Host PLA/CCP Summit focusing on female participation in the trades and on infrastructure projects - Summer 2018
- Continue to work with Metro's Women & Girls Governing Council, Metro's Women Build-LA initiative and Workforce Initiative Now-Los Angeles to advance outreach initiatives for women in the construction trades

The background features large, 3D-style letters 'M' and 'A' in a light cream color, set against a dark green circular backdrop. This is further framed by a large, curved orange shape that overlaps the green circle and extends towards the bottom left.

Thank you



Metro®