



## BOARD OF SUPERVISORS COUNTY OF VENTURA

GOVERNMENT CENTER, HALL OF ADMINISTRATION  
800 SOUTH VICTORIA AVENUE, VENTURA, CALIFORNIA 93009

### Members of the Board

Chair of the Board, Kelly Long  
Steve Bennett  
Linda Parks  
Robert O. Huber

John C. Zaragoza  
County Supervisor, Fifth District  
Internal Mail: L# 1860  
805.654.2613  
805.658.4515  
[john.zaragoza@ventura.org](mailto:john.zaragoza@ventura.org)

November 10, 2020

Board of Supervisors  
800 S. Victoria Ave.  
Ventura, CA 93009

**Subject: Recommendation of Supervisor Zaragoza to Direct Staff to Negotiate a Pilot Project Labor Agreement (PLA) for Six (6) County of Ventura Capital Projects with the Ventura County Building Trades (Tri-Counties Building and Construction Trades Councils, Laborers International Union of North America Local 585 and Southwest Regional Council of Carpenters Local 805) and Return to the Board of Supervisors with the Negotiated Pilot PLA for Review and Approval; Direct Staff to Include in the Pilot PLA a Cost and Performance Study and Present the Results to the Board of Supervisors for Review.**

### **Recommendation:**

- Direct staff to negotiate a pilot Project Labor Agreement (PLA) with the Ventura County Building Trades (Tri-Counties Building and Construction Trades Councils', Laborers International Union of North America Local 585 and Southwest Regional Council of Carpenters Local 805) for a limited number of projects, specified below, and bring the negotiated pilot PLA before the Board of Supervisors for approval.
- Direct staff to include in the pilot PLA a cost and performance study of each project, including criteria for gathering and analyzing data regarding each PLA project, for the purpose of providing objective and measurable information for evaluation of the benefit of a possible future Community Workforce Agreement (CWA), and to present the results of the cost and performance study to the Board of Supervisors for review.

- The following is a list of projects by name that have been identified for the pilot PLA:
  - Fire Station 34 TO (Fire District) \$11,465,000
  - Government Center Fuel Island \$7,000,000
  - Santa Ana Blvd Bridge \$15,000,000
  - Fire Station 29 SP (Fire District) \$11,300,000
  - Fire Training Center (Fire District) \$39,294,000
  - Hangar Facility Replacement (Sheriff) \$12,600,000

### **Discussion:**

On July 28, 2020, the Board of Supervisors directed staff to study the advantages and disadvantages of the use of a Community Workforce Agreement (CWA) for certain County and dependent special district public works projects and report back recommendations for implementation of a Community Workforce Agreement to the Board of Supervisors by September 15, 2020.

On September 15, 2020, after hearing public comment and Staff's report, the Board of Supervisors directed staff to do further research and report back to the Board on a future agenda as to options the County can consider to accomplish the County's goals and objectives as set forth on slides 13 and 36 (Exhibits 1 and 2) of staff's presentation.

The Board's goals for a CWA as stated on slide 13 are:

1. Support preferential hiring of County residents
  - a. Keeps local dollars local – which creates an economic force multiplier
  - b. Keeps residents of Ventura County “close to home” while they work – better quality of life
2. Promote social equity through targeted “apprenticeship” hiring of disadvantaged or underrepresented Ventura County communities
  - a. Develops a more skilled county workforce – reduces unemployment
  - b. Better pay for workers which ensures “living wage” – raises standard of living, which means less dependence on local aid

Alternatives to Proposed CWA as stated on slide 36 are:

1. Project public outreach – VCMC Hospital Replacement Wing
2. Preliminary Study (shallow end of the pool)
  - a. Pilot – Single project PLA
  - b. Data Collection – LCP Tracker (Labor Compliance and Certified Payroll Software) or equivalent on all projects

3. Open CWA or PLA agreement
  - a. Assign a “committee” or team and its members
  - b. Set schedule for negotiations
  - c. Report back to the BOS on arranged date
4. No CWA or PLA – annual data collection w/reports to BOS on progress
5. Further study w/report back – staff or expert consultant
6. Wage Theft Ordinance
7. Other

Generally, under a PLA, labor organizations agree to not engage in work stoppages and to resolve disputes through the grievance and arbitration procedures provided for under the PLA while contractors agree to pay prevailing wages and contribute to employee benefit funds. Other principal provisions may require that workers on the project be hired through union hiring halls and may establish and implement local hiring goals. If a PLA provides for all workers to be hired through union hiring halls, workers may register with a union hiring hall without joining the union and contractors have the right to select core workers.

The intent of these recommendations is to implement the Board of Supervisors’ goals as previously stated on page 2 of this letter slide 13 and is consistent with alternative 2, a Pilot – Single project PLA proposed on slide 36.

To accomplish these goals, it is recommended that staff negotiate a PLA with the Ventura County Building Trades that includes, but is not limited to:

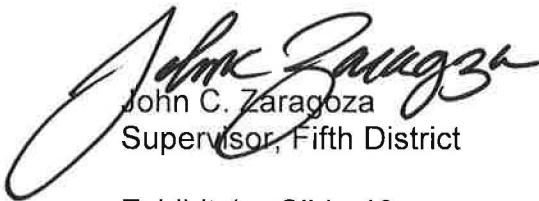
- The percentage of local hire.
  - Include what constitutes “local hire.”
  - A procedure for hiring based on geographical proximity to job site.
- Requirements for training and hiring apprentices.
- Pre-Apprentice programs to further develop a skilled workforce.
- Termination clause.
- An objective study that will provide the Board of Supervisors with accurate data for analysis / evaluation of the PLA and potential negotiation of a future Community Workforce Agreement. The following elements are to be considered for this study:
  - A subject matter expert that can provide data collection and analysis guidance.
  - Data collection using LCP Tracker (Labor Compliance and Certified Payroll Software) or similar.

- A “baseline” for comparison.
  - Evaluation of a recent project of similar type and cost, or
  - Identification of a similar project for comparison that will be completed outside of the PLA during its term.
- Project cost.
- Number of bidders.
- Local hiring percentages.
- Evaluation of programs that target disadvantaged communities, women and veterans (to be a requirement of the study).
- Meeting project deadlines.

Staff is encouraged to consult with any subject matter experts as deemed necessary to negotiate a PLA with the Ventura County Building Trades. Subject matter experts may include, but are not limited to, contractors, organizations representing contractors or other government agencies. For the purposes of negotiating the PLA, Ventura County staff and representatives of the Ventura County Building Trades shall participate in the negotiations. The project list was selected for the range of building trades needed to complete each project and allow the most complete analysis of the PLA. It is also recommended that all six projects are selected to assure that a statistical norm is established.

This letter has been reviewed by the County Executive Office, County Counsel, and County Agencies. If you have any questions, please contact my office at 1-805-654-2613.

Sincerely,



John C. Zaragoza  
Supervisor, Fifth District

Exhibit 1 – Slide 13  
Exhibit 2 – Slide 36