

**Key, Lori**

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**From:** Clay <crspangenberg@gmail.com>  
**Sent:** Monday, November 9, 2020 7:59 AM  
**To:** ClerkoftheBoard; Bennett, Steve; Long, Kelly; Parks, Linda; Supervisor Huber; Zaragoza, John  
**Subject:** Opposition to the six pilot project Community Workforce Agreement (otherwise known as a PLA)--  
Please read during the meeting

Dear Members of the Board:

I am writing regarding the six project Community Workforce Agreement (CWA) proposed by Supervisor Zaragoza. As a contractor who would likely bid on the project, I am strongly opposed to CWA's and urge you to vote NO on this item.

First, six projects is not a pilot! This is six CWA's plain and simple. Once you get into the projects and realize how bad the CWA's are you have no way to get out of them.

CWAs discriminate against 83% of the California construction workforce that are non-union, including my company. This means my employees and apprentices would be prevented from working on County public works jobs.

These discriminatory agreements have three things in common:

1. Prevents apprentices from unilateral apprenticeship programs from working on jobs, even if they live and work in the local hire target area.
2. Require contractors to run all labor through the union hall, including a contractor's existing employees.
3. Require contractors to pay into union health and retirement plans for non-union workers. These are benefits non-union workers will never be able to take advantage of.

These items found in every CWA, mean that my company will not bid on this project if a CWA is put in place. My employees would have to surrender their personal information to the union hall, my core workforce would be prevented from working on the job even if they are local, my apprentices wouldn't be allowed to be dispatched to the site, and I would have to pay into union programs that don't benefit my employees. All of these requirements make it hard to compete and discourage contractor participation.

Bottom line, CWA's increase costs, keep local non-union companies from bidding on projects, restrict the use of my core workforce, require payment of benefits my employees will never get to see, prevents local apprentices from working on the site, and reduces competition. I strongly urge your Board to not get sucked into a six project CWA. Please reject the use of a CWA.

Best regards,

Clayton Spangenberg