

PLA Frequently Asked Questions

1. How many projects are covered under the Project Labor Agreement?

Three projects are covered under the PLA. These projects are:

- Grossmont College Phase 1 Arts & Communications Complex-Teaching & Performance Theater
- Grossmont College Phase 1 Science, Math & Career Tech Complex – Building 31
- Cuyamaca College Ornamental Horticulture Complex

2. What is the intent of the Project Labor Agreement?

The intent of the PLA is to prevent work stoppage, and promote local employment.

3. Will advertisements and bid notifications indicate which are PLA projects?

Yes. Article I states the following:

“The District shall include, directly or by incorporation by reference, the requirements of this PLA in the advertisement of and/or specifications for each and every contract for Project Work to be awarded by the District.”

4. What happens if a contractor already has a benefit program in place? How does it impact PLA requirements?

Section 7.2 (b) states the following:

Unless otherwise required by law, contractors who have fringe benefits for their core workforce equal to or better than those designated in the Schedule A do not have to pay the fringe benefit contribution designated in the Schedule A on the core workforce and may utilize their own fringe benefits.

5. Do I have to be signatory to a union to bid on projects covered under the PLA?

No. However, all contractors and subcontractors employed on projects covered under the PLA must be signatory to the PLA and the unions that cover the work for this project only.

6. What happens if someone lives in Pasadena but is signed on to a union hall in San Diego. Which will count as their residence?

The PLA gives preference to individuals who reside first within the Grossmont-Cuyamaca Community College District’s footprint, and then to residents of San Diego County to meet the local residency goal. However, employees who live outside of these target ZIP codes are still eligible to work on jobs covered under the PLA.

Veterans who hold a valid DD 214 count as San Diego residents regardless of ZIP code and will count towards the local hire goal.

7. What are the Target ZIP Codes?

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The Grossmont-Cuyamaca Community College District (GCCCD) is committed to the opportunity for inclusion of local contractors and suppliers on Proposition V projects as an investment in the local economy. It is the District's goal to have a forty percent (40) hire rate from the following zip codes in the GCCCD footprint:

91901, 91903, 91905, 91906, 91914, 91916, 91917, 91931, 91934, 91935, 91941, 91942, 91943, 91944, 91945, 91946, 91948, 91962, 91963, 91976, 91977, 91978, 91979, 91980, 91990, 92004, 92019, 92020, 92021, 92022, 92030, 92040, 92071, 92072, 92090.

The District will also reward work to other zip codes in San Diego County. These zip codes are:

91902, 91902, 91909, 91910, 91911, 91912, 91913, 91915, 91921, 91932, 91933, 91947, 91950, 91951, 91987, 92003, 92007, 92008, 92009, 92010, 92011, 92013, 92014, 92018, 92023, 92024, 92025, 92026, 92027, 92028, 92029, 92033, 92036, 92037, 92038, 92039, 92046, 92049, 92051, 92052, 92054, 92055, 92056, 92057, 92058, 92059, 92060, 92061, 92064, 92064, 92066, 92067, 92068, 92069, 92070, 92074, 92075, 92078, 92079, 92081, 92082, 92083, 92084, 92085, 92086, 92088, 92091, 92092, 92093, 92096, 92101, 92102, 92111, 92112, 92113, 92114, 92115, 92116, 92117, 92119, 92120, 92121, 92122, 92123, 92124, 92126, 92127, 92128, 92129, 92130, 92131, 92132, 92134, 92135, 92136, 92137, 92138, 92139, 92140, 92141, 92152, 92143, 92145, 92147, 92149, 92150, 92152, 92153, 92154, 92155, 92158, 92159, 92160, 92161, 92162, 92163, 92164, 92165, 92166, 92167, 92168, 92169, 92170, 92171, 92172, 92173, 92174, 92175, 92176, 92177, 92178, 92179, 92182, 92184, 92186, 92187, 92190, 92191, 92192, 92193, 92194, 92195, 92196, 92197, 92198, 92199.

8. Are subcontractors and Prime Contractors/General Contractors required to keep track of workers' residencies? Will résumés need to be collected from all workers?

The metrics will be tracked based off worker dispatch forms, LCP tracker and certified payroll reports. Reports will be generated based off of the information that is input by the contractors employees.

9. Will contractors from outside San Diego be able to bid/subcontract Prop. V projects given the San Diego residency requirement?

Yes. Contractors from outside of the region will be able to bid on work. However, section 5.5 (a) states the following:

"Only in the event the Union has no one in its job referral system who are residents of the District or San Diego County or Veteran, may the Union refer for employment a worker who lives outside these geographic areas."

10. What will happen if a Prime Contractor/General Contractor is bidding a contract and a subcontractor chooses NOT to sign a Letter of Assent? Will they have to be signed at bid time?

A contractor cannot begin work until a letter of assent is signed. Article 1 - Recitals state that all contractors must sign a letter of assent to be bound to a particular project covered within the Project Labor Agreement to work on the job. The section states the following

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“It is the policy of the district for the Project Work to be contracted exclusively to contractors who agree to execute and be bound by the terms of this PLA, directly or through the Letter of Assent (“Attachment A”) and to require each of its subcontractors of whatever tier, to become bound.”

Section 4.4 (b) additionally states:

“No Contractor or subcontractor shall commence Project Work without first providing a copy of the PLA or Letter of Assent as executed by it to the Project Labor Coordinator and to the Council.”

11. When do Pre-job meetings take place?

Section 4.4 (b) states the following:

A pre-job conference must occur fourteen days before the commencement of project work, or within forty-eight hours after the award of project work to that contractor (or subcontractor) whichever occurs later.

12. Will union halls be referring workers only from San Diego?

No. Section 5.5 (a) states the following:

All Contractors, including subcontractors, may employ, as needed, first a member of his core workforce, then an employee through a referral from the appropriate Union hiring hall, then a second core employee, and a second employee through the referral system, and so on until up to five (5) members of Contractor's core workforce are employed on Project Work. Once a maximum of five (5) core employees are employed, all further employees shall be employed pursuant to the dispatch provisions of this Article. In laying off, the number of core employees shall not exceed one-half plus one of the workforce of a Contractor with ten (10) or fewer employees, assuming the remaining employees are qualified to undertake the work available.

13. Will apprenticeship programs be considered acceptable if they are certified/state approved but NOT joint-labor?

Yes. Section 16.1 states that:

“Apprentices, if utilized, must be enrolled in a California Apprenticeship Council approved apprenticeship program.”

The PLA permits apprentices from state-approved programs to work on PLA-covered work.

14. If core employees are residents of San Diego and within chosen ZIP codes, but union halls provide labor outside the area, will the Contractor be in compliance if they override union hall referrals as a means to meet “local worker” goals?

Yes, although unions are obligated to give employment preference based on an employee’s residential ZIP code to meet the goals of the local hire, a contractor will still be in compliance if they use core employees from outside of the GCCCD footprint and San Diego County areas.

15. Who determines that workers are qualified and will do a good job?

It is the contractor’s responsibility to perform their due diligence and ensure that all employees on their payroll meet the requirements and possess the applicable certifications necessary to perform the job as outlined in the scope of work. The Project Labor Coordinator will also monitor the appropriate licenses and apprenticeship requirements.

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16. Can a contractor hire/fire any number of workers until they reach core employees that are signed on to union lists?

Section 5.6 (a) states the following:

(a) Once a maximum of five (5) core employees are employed, all further employees shall be employed pursuant to the dispatch provisions of this Article. In laying off, the number of core employees shall not exceed one-half plus one of the workforce of a Contractor with ten (10) or fewer employees, assuming the remaining employees are qualified to undertake the work available.

17. Can contractors hire/fire workers because they do not work “as well as” core employees?

Yes. It is possible that a contractor can hire/ fire workers if they meet the requirements as outlined in section 5.6 (a)

18. How often will staff be doing site visits?

The Project Labor Coordinator will be performing site visits on a regular basis as well as performing routine site interviews with workers on jobsites covered under the PLA.

19. Who must receive prevailing wages on public works projects?

The prevailing wage must be paid to all “workers” on public works projects that are performing work on the job sites. The amount of prevailing wage is determined by the trade, class and classification and based off the advertised bid date. For additional information on prevailing wage requirements click here (https://www.dir.ca.gov/OPRL/FAQ_PrevailingWage.html)

20. What is the penalty for not paying the prevailing wage rate?

The contractor shall, as a penalty to the state or political subdivision on whose behalf the contract is made or awarded, forfeit not more than two hundred dollars (\$200) for each calendar day, or portion thereof, for each worker paid less than the prevailing wage rate for the work or craft in which the worker is employed.