

STAFF REPORT

City of Lancaster

CC {{item.number}}

7/28/2020

JC

Date: July 28, 2020

To: Mayor Parris and City Council Members

From: Jason Caudle, City Manager

Subject: First Amendment to Community Workforce Agreement

Recommendation:

Approve Amendment No. 1 to the Community Workforce Agreement between the City of Lancaster and Los Angeles/Orange Counties Building and Construction Trades Council and the signatory local unions and district councils. Authorize the City Manager or his designee to execute all related documents.

Fiscal Impact:

None.

Background:

In January 2018, the City Council approved a Community Workforce Agreement (CWA) between the City of Lancaster and Los Angeles/Orange Counties Building and Construction Trades Council and the signatory local unions and district councils. This agreement established the labor relations policies and procedures for the City and the craft employees represented by unions engaged in work on certain City improvement projects.

The agreement provides that, for applicable projects, the City will contract exclusively with contractors who agree to comply with the terms of the agreement. Non-union contractors may continue to bid on, and be awarded, contracts for applicable City projects subject to the terms of the agreement.

Under the original agreement, applicable projects are limited to multi-trade contracts that exceed \$175,000 and prime specialty contracts that exceed \$100,000, with several exemptions (including work performed by City employees, design teams, and other City consultants not performing manual labor; non-construction support services; and work that has been deemed immediately required as a result of a local emergency). As these types of projects are already

subject to prevailing wage, entering into this agreement did not cause an increase in project costs.

The proposed amendment to this agreement would expand the scope of applicable projects to include projects built by, with, or for the City where the City has a “Proprietary Interest” in a project. This includes projects for which the City provides a cash payment, tax credit, loan, or where the City transfers an asset of value for less than fair market price that exceeds \$1,000,000.

Additionally, the City regularly receives funding for various projects from federal agencies, some of which prohibit the use of geographic-based hiring preferences. In such scenarios, the geographic hiring preference component of the CWA would not apply to the corresponding federally funded work.

The initial CWA and the proposed amendment aim to help provide stable, well-paying jobs to area residents. As Lancaster continues to navigate the economic impacts of the COVID-19 pandemic, such jobs in the essential construction industry are of even greater importance to our community.

Attachment:

Community Workforce Agreement