

DRAFT DATED NOVEMBER 6, 2015

**CERRITOS COMMUNITY COLLEGE DISTRICT
CERRITOS COLLEGE BOND CONSTRUCTION OUTREACH PROGRAM
FUNDED BY MEASURE G PROJECT LABOR AGREEMENT**

Effective Date: _____

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**CERRITOS COMMUNITY COLLEGE DISTRICT
CERRITOS COLLEGE BOND CONSTRUCTION OUTREACH PROGRAM
FUNDED BY MEASURE G
PROJECT LABOR AGREEMENT**

This Cerritos College Bond Construction Outreach Program Funded by Measure G Project Labor Agreement (hereinafter, “Agreement”) is entered into by and between the Cerritos Community College District, its successors or assigns, (hereinafter, the “District”) and the Los Angeles/Orange Counties Building and Construction Trades Council (hereinafter, the “Council”), affiliated with the Building and Construction Trades Department, “AFL/CIO” and the signatory craft councils and unions signing this Agreement, (hereinafter, together with the Council, collectively, the “Union” or “Unions”). The District, the Council and the Unions are herein collectively referred to as the “Parties” and individually as a “Party.” All other capitalized terms in this Agreement shall have the meanings set forth in Article 2 hereof.

**ARTICLE 1
RECITALS**

WHEREAS, the District undertakes and anticipates undertaking large expenditures of funds for the repair and renovation of aging District facilities as well as the construction of new facilities to relieve overcrowding and meet the demands due to growth in student enrollment; and

WHEREAS, the District undertakes and anticipates undertaking large expenditures of Measure G funds for the continued renovation of the nearly 60-year-old District campus.

WHEREAS, the District desires to promote the hiring of District Residents, Regional Residents and to promote the District’s students’ success by creating opportunities for student employment in connection with the Project Work. In meeting such goals, there will be a focus on District Resident, Regional Residents hiring, expanding the District’s Apprenticeship Programs; by developing apprenticeships programs with the Unions, and giving priority to District Apprentices in hiring; and

WHEREAS, the successful completion of the District’s Measure G projects is of the utmost importance to the general public and the District; and

WHEREAS, the Parties have pledged their full good faith and trust to work towards a mutually satisfactory completion of the Measure G projects; and

WHEREAS, workers of various trades and skills will be required in the performance of the construction work on the Measure G projects, including workers affiliated with and/or represented by the Unions; and

WHEREAS, it is recognized that on construction projects with multiple Contractors and bargaining units on the job site, at the same time over an extended period of time, the potential for work disruption is substantial without an overriding commitment to maintain continuity of work; and

WHEREAS, the Parties agree that by establishing and stabilizing wages, hours and working conditions for the workers employed on Measure G projects, a satisfactory, continuous and harmonious relationship will exist among labor and management that will lead to the efficient and economical completion of said Measure G projects; and

WHEREAS, the Parties believe that this Agreement provides the District with the opportunity to establish a partnership with the local construction labor community respecting the District's Measure G projects, the benefits of which are expected to be: project cost containment, the efficient and economical completion of projects to secure optimum productivity, a boost to the economy by generating local construction jobs and related jobs, partnering with responsible companies and contractors, and providing for the peaceful settlement of labor disputes and grievances without work interruptions such as strikes, slowdowns or lockouts, thereby promoting the public interest in assuring the timely and economical completion of projects contracted under the Agreement; and

WHEREAS, the Parties believe it is desirable that this Agreement apply to contracts for capital improvement work of the type contemplated by Measure G projects which are awarded after the Effective Date and which are paid for, in whole or in part, with Measure G funds; and

WHEREAS, it is understood by the Parties to this Agreement that if this Agreement is acceptable to the District, it will become 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 Agreement, directly or through the Letter of Assent in the form set forth on Attachment A, and to require each of its Subcontractors, of whatever tier, to become bound. The District shall include, directly or by incorporation by reference, the requirements of this Agreement in the advertisement of and/or specifications for each and every contract for Project Work to be awarded by the District; and

WHEREAS, it is further understood that the District shall actively administer and enforce the obligations of this Agreement to ensure that the benefits envisioned from it flow to all signatory Parties, the Contractors and craft persons working under it, and the residents and students of the District. The District shall, therefore, designate a "Project Labor Administrator," either from its own staff or an independent contractor acting on behalf of the District, to monitor compliance with this Agreement; assist, as the authorized representative of the District, in the development and implementation of the programs referenced herein, all of which are critical to fulfilling the intent and purposes of the Parties and this Agreement; and to otherwise implement and administer the Agreement.

NOW, THEREFORE, IT IS AGREED BETWEEN AND AMONG THE PARTIES AS FOLLOWS:

The above Recitals are a part of the terms of the Agreement and are incorporated herein by reference.

ARTICLE 2 DEFINITIONS

Capitalized terms utilized in this Agreement which are not otherwise defined herein shall have the meanings ascribed to said terms below. To the extent of any conflict between the definition of a term in this Article and the meaning ascribed to said term in the Recital paragraphs hereof, the definition of said term in this Article shall prevail.

Section 2.1 “Apprentice” means those employees registered and participating in Joint Labor Management Apprenticeship Programs approved by the California Apprenticeship Council, Division of Apprenticeship Standards of the Department of Industrial Relations of the State of California.

Section 2.2 “Contractor” means any contractor to whom the District awards a construction contract for Project Work. The term “Contractor” includes any individual, firm, partnership or corporation, or combination thereof, including joint ventures, which as an independent contractor has entered into a contract with the District with respect to the Project Work, or with another Contractor as a Subcontractor for Project Work.

Section 2.3 “Core Employees” shall have the meaning set forth in Section 5.6(b), below.

Section 2.4 “Covered Contract” means a contract (and related subcontracts) for capital improvement work of the type contemplated by Measure G, which is awarded during the term of this Agreement (each of which shall be listed on Exhibit 1 after the execution of this Agreement, at such times as the Covered Contracts are entered into), and which is paid for, in whole or in part, with Measure G funds, as applicable.

Section 2.5 “Covered Project” or “Project Work” means a Project that is the subject of a Covered Contract, subject to the limitations set forth in Section 4.2 below and the exclusions set forth in Section 4.3 below.

Section 2.6 “Disadvantaged” when referring to businesses or enterprises herein means a business certified or eligible for certification as one or more of the following categories: (i) Small Business Enterprise; (ii) Disadvantaged Business Enterprise; (iii) Minority Business Enterprise; (iv) Woman Business Enterprise; and (v) Disabled Veteran Business Enterprise.

Section 2.7 “District Residents” for purposes of this Agreement are defined as students, (regardless of where they live) that are currently enrolled in the District’s traditional collegiate academic courses (“Students”), residents living within the zip codes within the jurisdictional boundary of the District, as reflected on the first tier list of U.S. Postal Service zip codes attached hereto as Attachment C, as well as any Apprentices currently enrolled and participating in the District’s Apprenticeship Program which provides classroom training through the District, ~~or~~ graduates of the District’s Apprenticeship Program, or any veterans of the U.S. Armed Forces, regardless of their place of residence.

Section 2.8 “District Apprenticeship Program” means a District administered apprenticeship program certified by the Division of Apprenticeship Standards, Department of Industrial Relations of the State of California which provides classroom training through the District as created through the Schedule A Agreements and as approved by the District.

Section 2.9 “Local” when referring to businesses or enterprises herein means a business having an office located within the zip codes within the jurisdictional boundary of the District.

Section 2.10 “Project” means the capital improvement work listed on Exhibit 1 of the type contemplated by Measure G.

Section 2.11 “Project Labor Administrator” means a person designated by the District, either from its own staff or an independent contractor acting on behalf of the District, to (i) monitor compliance with this Agreement, (ii) assist, as the authorized representative of the District, in the development and implementation of the programs referenced herein, and (iii) to otherwise implement and administer the Agreement.

Section 2.12 “Regional Residents” when referring to an individual means a person whose principal residence is located outside the District but within twenty-five (25) miles of the District’s jurisdictional boundary as reflected on the second tier list of U.S. Postal Service zip codes attached hereto as Attachment C.

Section 2.13 “Responsible Contractor” means a Contractor that has a record of complying with federal, state and local government requirements for the determination of workplace wages, hours and conditions, including prevailing wages, apprenticeship, safety, workers’ compensation, and contractor licensing.

Section 2.14 “Schedule A Agreements” means the local Master Labor Agreements of the signatory Unions having jurisdiction over the Project Work and which have signed this Agreement.

Section 2.15 “Signatory Contractors” means Contractors independently obligated to one or more of the local Master Labor Agreements with the Unions which have signed this Agreement.

Section 2.16 “Small Business Enterprise” means a business that qualifies as a small business enterprise under California state guidelines and that has its primary place of business within fifteen (15) miles of the District's jurisdictional boundaries.

Section 2.17 “Subcontractor” means a subcontractor of whatever tier utilized by any Contractor for Project Work.

Section 2.18 “Subscription Agreement” means the contract between a Contractor and a Union’s Labor/Management Trust Fund(s) that allows the Contractor to make the appropriate fringe benefit contributions in accordance with the terms of Schedule A Agreements.

Section 2.19 “Union” or “Unions” means any craft or labor organization or council signatory to this Agreement acting in their own behalf and on behalf of their respective affiliates and member organizations whose names are subscribed hereto and who have, through their officers, executed this Agreement, including without limitation the Council.

ARTICLE 3 INTENT AND PURPOSE

Section 3.1 Background. The District’s construction and rehabilitation projects funded by Measure G are to repair and renovate aging facilities as well as construct new facilities, owned, leased or controlled by the District, to relieve overcrowding and to meet the demands of growth in student enrollment. The goal is to provide construction and major rehabilitation of the District’s facilities so as to provide sufficient facilities and technologies to properly educate the students. The District’s construction and rehabilitation projects funded by Measure G are to continue the renovation of the nearly 60-year-old District campus. The District, therefore, wishing to utilize the most modern, efficient and effective procedures for construction, including assurances of a sufficient supply of skilled craft persons, and the elimination of disruptions or interference with Project Work, adopts this Agreement in the best interests of the students, parents, District staff, and the taxpayers of the District to meet the District’s goal that the Project Work be completed on time and within budget and to meet the District’s goals of promoting the hiring of District Residents, Regional Residents and to promote students’ success by creating opportunities for student employment in connection with the Project Work.

Section 3.2 Identification and Retention of Skilled Labor and Employment of District Students. The vast amount of school construction, substantial rehabilitation and capital improvement work scheduled to be performed pursuant to Measure G will require large numbers of craft personnel and other supporting workers. It is therefore the explicit understanding and intention of the Parties to this Agreement to use the opportunities provided by the extensive amount of work to be covered by this Agreement to identify and promote, through cooperative efforts, programs and procedures, (which may include, for example, employment of District’s Apprentices enrolled in District’s Apprenticeship Programs, to assist persons for entrance, as Apprentices, into formal Apprenticeship Programs, or outreach programs to the community describing opportunities available as a result of this Agreement) the interest and involvement of District Residents and Regional Residents in the construction industry, such as assisting residents in entering the construction trades, and through utilization of District Apprenticeship Programs, providing training opportunities for those residents and students wishing to pursue a career in construction and involvement of District Apprentices in the construction industry, by expanding the District’s Apprenticeship Programs, developing District approved Apprenticeship Programs with the Unions, and giving priority to District Apprentices in hiring for Project Work. Further, with assistance of the Project Labor Administrator, the District, the Contractors, the Unions and their affiliated regional and national organizations, will work jointly to promptly develop and implement procedures for the identification of craft needs, the scheduling of work to facilitate the utilization of available craft workers and the securing of services of craft workers in sufficient numbers to meet the high demands of the Project Work to be undertaken.

Section 3.3 Encouragement of Local, and Disadvantaged Businesses Enterprise. The Project Work will provide many opportunities for Local and Disadvantaged Businesses and

Small Business Enterprise to participate as Contractors or suppliers, and the Parties therefore agree that they will cooperate with all efforts of the District, the Project Labor Administrator and other organizations retained by the District for this purpose, to encourage and assist the participation of Small Businesses Enterprise in Project Work. Specifically, all Parties understand that the District has established and quantified goals which place a strong emphasis on the utilization of Local and Disadvantaged Businesses and Small Businesses Enterprises on the Project. Each Party agrees that it shall employ demonstrable efforts to encourage utilization in an effort to achieve such goals. This may include, for example, participation in outreach programs, education and assistance to Local and Disadvantage Businesses and Small Business Enterprises not familiar with working on projects of this scope, and the encouragement of local residents to participate in Project Work through programs and procedures jointly developed to prepare and encourage such local residents to become Apprentices in a District Apprenticeship Program and formal employment on the Project Work through the referral programs sponsored and/or supported by the Parties to this Agreement. Further, the Parties shall ensure that the provisions of this Agreement do not inadvertently establish impediments to participation of such Local and Disadvantaged Businesses and Small Business Enterprises and residents of the District.

Section 3.4 Project Cooperation. The Parties recognize that the construction to take place under this Agreement involves unique and special circumstances which dictate the need for the Parties to develop specific procedures to promote high quality, rapid and uninterrupted construction methods and practices. The smooth operation and successful and timely completion of the work is vitally important to the District and the students of the District. The Parties therefore agree that maximum cooperation among all Parties involved is required; and that with construction work of this magnitude, with multiple Contractors and crafts performing work on multiple sites over an extended period of time, it is essential that all Parties work in a spirit of harmony and cooperation, and with an overriding commitment to maintain the continuity of Project Work.

Section 3.5 Peaceful Resolution of All Disputes. In recognition of the special needs of the Project and to maintain a spirit of labor-management harmony, peace and stability during the term of this Agreement, the Parties agree to establish effective and binding methods for the settlement of all misunderstandings, disputes and grievances; and in recognition of such methods and procedures, the Unions agree not to engage in any strike, slowdowns or interruptions or disruption of Project Work, and the Contractors agree not to engage in any lockout.

Section 3.6 Binding Agreement on Parties and Inclusion of District Residents and Businesses. By executing this Agreement, the District, Council, Unions and Contractors agree to be bound by each and all of the provisions of this Agreement, and pledge that they will work together to adopt, develop and implement processes and procedures which are inclusive of the residents and businesses of the District. All exhibits, schedules, appendixes, and attachments referenced herein shall be attached hereto and deemed incorporated herein by their reference.

ARTICLE 4 SCOPE OF THE AGREEMENT

Section 4.1 General. This Agreement shall apply to all construction, rehabilitation and capital improvement work as described in Section 4.2 of this Article, performed by those Contractor(s) of whatever tier, where such work is funded in whole or in part by Measure G funds. Notwithstanding the foregoing: (i) each Covered Contract shall be awarded in accordance with the applicable provisions of California's Public Contract Code, (ii) the District has the absolute right (and often the legal obligation) to award Covered Contracts to the lowest responsible and responsive bidder, and (iii) the District has the absolute right to combine, consolidate or cancel Contract(s) or portions of Contract(s) for work on Measure G Projects.

Section 4.2 Specific. The Covered Projects are defined and limited to:

(a) All construction, major rehabilitation and renovation work related to the Projects described in Exhibit 1 are covered by the terms and conditions of this Agreement.

(b) It is understood by the Parties that the District may at any time, and at its sole discretion, determine to build segments of the Project under this Agreement which were not currently proposed, or to modify or not to build any one or more particular segments proposed to be covered.

Section 4.3 Exclusions. Items specifically excluded from the Scope of this Agreement include the following:

(a) The Agreement shall be limited to Project Work, undertaken pursuant to Covered Contracts which are awarded by the District on or after the Effective Date, and is not intended to, and shall not govern, any construction contracts entered into prior to the Effective Date of this Agreement, or after the expiration or termination of the Agreement;

(b) This Agreement is not intended to, and shall not affect or govern the award of contracts by the District, which are outside the approved scope of a Covered Project. Determination by the District respecting the intended scope of a Covered Project shall be final and binding on all Parties;

(c) Work of non-manual employees, including but not limited to: superintendents, supervisors, staff engineers, time keepers, mail carriers, clerks, office workers, messengers, guards, safety personnel, emergency medical and first aid technicians, and other professional, engineering, administrative, supervisory and management employees;

(d) Equipment and machinery owned, controlled and/or operated by the District;

(e) All off-site manufacture and handling of materials, equipment or machinery; provided, however, that lay down or storage areas for equipment or material and manufacturing (prefabrication) sites, dedicated solely to the Project, and the movement of materials or goods between locations on a Project site are within the scope of this Agreement;

(f) All employees of the District, Project Labor Administrator, design teams (including, but not limited to architects, engineers and master planners), or any other consultants for the District (including, but not limited to, project managers and construction managers and

their employees where not engaged in Project Work) and their sub-consultants, inspectors and other employees of professional service organizations, not performing manual labor within the scope of this Agreement provided, however, that it is understood and agreed that Building/Construction Inspector and Field Soils and Materials Testers (Inspectors) are a covered craft under the PLA. This inclusion applies to the scope of work defined in the State of California Wage Determination for said Craft. This shall also specifically include such work where it is referred to by utilization of such terms as "quality control" or "quality assurance." Every Inspector performing under the Wage classification of Building/Construction Inspector and Field Soils and Material Testers under a professional services agreement of a construction contract shall be bound to all applicable requirements of the PLA. Covered Work as defined by this Agreement shall be performed pursuant to the terms and conditions of this Agreement regardless of the manner in which the work was awarded. Nothing in this section will be construed to include Division of State Architects-certified inspectors employed by the District as included under the scope of this Agreement;

(g) Any work performed on or near or leading to or into a site of work covered by this Agreement and undertaken by state, county, city or other governmental bodies, or their contractors, or by public utilities, or their contractors, and/or by the District or its contractors (for work for which is not within the scope of this Agreement);

(h) Off-site maintenance of leased equipment and on-site supervision of such work;

(i) Warranty and service work;

(j) Non-construction support services contracted by the District, Project Labor Administrator, or Contractor in connection with this Project; and

(k) Laboratory work for testing.

Section 4.4 Awarding of Contracts.

(a) The District and each Contractor has the absolute right to award contracts or subcontracts on this Project to any Contractor notwithstanding the existence or non-existence of any agreements between such Contractor and any Union Parties, provided only that such Contractor is willing, ready and able to execute and comply with this Agreement should such Contractor be awarded work covered by this Agreement.

(b) It is agreed that all Contractors and Subcontractors of whatever tier, who have been awarded contracts for Covered Work by this Agreement, shall be required to accept and be bound by the terms and conditions of this Agreement, and shall evidence their acceptance by the execution of the Letter of Assent as set forth in Attachment A hereto, prior to the commencement of work. At the time that any Contractor enters into a subcontract with any Subcontractor of any tier providing for the performance on the Covered Contract, the Contractor shall provide a copy of this Agreement to said Subcontractor and shall require the Subcontractor, as a part of accepting the award of a construction subcontract, to agree in writing in the form of a Letter of Assent to be bound by each and every provision of this Agreement prior to the commencement of work on the Project. No Contractor or Subcontractor shall commence Project Work without

first providing a Letter of Assent as executed by it to the Project Labor Administrator and to the Council forty-eight (48) hours before the commencement of Project Work, or within forty-eight (48) hours after the award of Project Work to that Contractor (or Subcontractor), whichever occurs later.

(c) The District agrees that to the extent permitted by law and consistent with the economy and efficiency of construction and operation, it will use its best efforts to purchase materials, equipment and supplies which will not create labor strife. Under all circumstances, however, the District shall retain the absolute right to select the lowest responsive and responsible bidder for the award of contracts on all Covered Projects.

Section 4.5 Coverage Exception. The Parties agree and understand that this Agreement shall not apply to any work that would otherwise be covered Project Work except when a governmental agency or granting authority partially or fully funding such work determines that it will not fund if such Project Work is covered by this Agreement; or a law regulation, proposition or measure prohibits such coverage or the use by the District, or for its benefit, of particular funds if such coverage exists. The District agrees that it will make every effort to establish the enforcement of this Agreement with any governmental agency or granting authority.

Section 4.6 Schedule A's.

(a) The provisions of this Agreement, including the Schedule A' Agreements, as such may be changed from time-to-time consistent with Section 21.3 and which are incorporated herein by reference, shall apply to the work covered by this Agreement, notwithstanding the provisions of any other local, area and/or national agreement which may conflict with or differ from the terms of this Agreement. However, such does not apply to work performed under the National Cooling Tower Agreement, the National Stack Agreement, the National Transit Division Agreement (NTD), work within the jurisdiction of the International Union of Elevator Constructors, and all instrument calibration and loop checking work performed under the terms of the UA/IBEW Joint National Agreement for Instrument and Control Systems Technicians except that Articles in this Agreement dealing with Work Stoppages and Lock-Outs, Work Assignments and Jurisdictional Disputes, and Settlement of Grievances and Disputes shall apply to such work. It is specifically agreed that no later agreement shall be deemed to have precedence over this Agreement unless signed by all Parties signatory hereto who are then currently employed or represented at the Project. Where a subject covered by the provisions of this Agreement is also covered by a Schedule A, the provisions of this Agreement shall apply. Where a subject is covered by a provision of a Schedule A and not covered by this Agreement, the provisions of the Schedule A shall prevail. Any dispute as to the applicable source between this Agreement and any Schedule A for determining the wages, hours of working conditions of employees on this Project shall be resolved under the procedures established in Article 11 below.

(b) It is understood that this Agreement, together with the referenced Schedule A' Agreements, constitutes a self-contained, stand-alone agreement and by virtue of having become bound to this Agreement, the Contractor will not be obligated to sign any other local, area or national collective bargaining agreement as a condition of performing work within the scope of this Agreement (provided, however, that the Contractor may be required to sign a uniformly applied non-discriminatory Participation or Subscription Agreement at the request of the trustees

or administrator of a trust fund established pursuant to Section 302 of the Labor Management Relations Act, and to which such Contractor may be bound to make contributions under this Agreement, provided that such Participation or Subscription Agreement does not purport to bind the Contractor beyond the terms and conditions of this Agreement and/or expand its obligation to make contributions pursuant thereto). It shall be the responsibility of the prime Contractor to have each of its Subcontractors sign the documents with the appropriate Union prior to the Subcontractor beginning Project Work.

Section 4.7 The Parties agree that this Agreement will be made available to, and will fully apply to, any successful bidder for Project Work, without regard to whether that successful bidder performs work at other sites on either a union or non-union basis. This Agreement shall not apply to any work of any Contractor other than that on Project Work specifically covered by this Agreement.

Section 4.8 Binding Signatories Only. This Agreement and Letter of Assent shall only be binding on the signatory Parties hereto, and shall not apply to the parents, affiliates, subsidiaries, or other ventures of any such party.

Section 4.9 Other District Work. This Agreement shall be limited to the construction work within the Scope of this Agreement including, specifically, site preparation and related demolition work, and new construction and major rehabilitation work for new or existing facilities referenced in Section 4.2 above. Nothing contained herein shall be interpreted to prohibit, restrict, or interfere with the performance of any other operation, work or function not covered by this Agreement, which may be performed by District employees or contracted for by the District for its own account, on its property or in and around a Project site.

Section 4.10 Separate Liability. It is understood that the liability of the Contractor(s) and the liability of the separate Unions under this Agreement shall be several and not joint. The Unions agree that this Agreement does not have the effect of creating any joint employment status between or among the District or Project Labor Administrator and/or any Contractor.

Section 4.11 Completed Project Work. As areas of Covered Work are accepted by the District, this Agreement shall have no further force or effect on such items or areas except where the Contractor is directed by the District or its representatives to engage in repair, modification, check-out and/or warranty functions required by its contract(s) with the District.

ARTICLE 5 UNION RECOGNITION AND EMPLOYMENT

Section 5.1 Recognition. The Contractor recognizes the Unions as the exclusive bargaining representative for the employees engaged in Project Work. Such recognition does not extend beyond the period when the employee is engaged in Project Work.

Section 5.2 Contractor Selection of Employees. The Contractor shall have the right to determine the competency of all employees, the number of employees required and the duties of such employees within their craft jurisdiction, and shall have the sole responsibility for selecting

employees to be laid off, consistent with Sections 5.6 and 6.3, below. The Contractor shall also have the right to reject any applicant referred by a Union for any reason, subject to any reporting time requirements of the applicable Schedule A; provided, however, that such right is exercised in good faith and not for the purpose of avoiding the Contractor's commitment to employ qualified workers through the procedures endorsed in this Agreement.

Section 5.3 Referral Procedures.

(a) For signatory Unions having a job referral system contained in a Schedule A, the Contractor agrees to comply with such system and it shall be used exclusively by such Contractor, except as modified by this Agreement. Such job referral system will be operated in a nondiscriminatory manner and in full compliance with federal, state and local laws and regulations which require equal employment opportunities and non-discrimination. All of the foregoing hiring procedures, including related practices affecting apprenticeship, shall be operated so as to consider the goals of the District to promote the hiring of District Residents, Regional Residents and Students who are currently enrolled in or have graduated from the District or one of the District's Apprenticeship Programs and to promote the District's Students' success by creating opportunities for Student employment in connection with the Project Work and to facilitate the ability of all Contractors to meet their employment needs.

(b) The local Unions will exert their best efforts to recruit and refer sufficient numbers of skilled craft workers to fulfill the labor requirements of the Contractor, including specific employment obligations to which the Contractor may be legally and/or contractually obligated, and to refer apprentices as requested to develop a larger, skilled workforce. The Unions will work with the Project Labor Administrator and others designated by the District to identify and refer competent craft persons as needed for Project Work and to identify individuals, particularly residents of the District, for entrance as an Apprentice into a District Apprenticeship Program and other state approved Apprenticeship Programs or to participate in other identified programs and procedures to assist individuals in qualifying and becoming eligible for such Apprenticeship Programs, all maintained to increase the available supply of skilled craft personnel for Project Work and future construction work to be undertaken by the District.

(c) The Union shall not knowingly refer an employee currently employed by a Contractor on Project Work to any other Contractor.

Section 5.4 Non-Discrimination in Referral, Employment and Contracting. The Unions and Contractors agree that they will not discriminate against any employee or applicant for employment on the basis of race, color, religion, gender, national origin, age, union status, sex, sexual orientation, marital status, political affiliation, membership in a labor organization or disability. Further, it is recognized that the District has certain policies, programs and goals for the utilization of Disadvantaged businesses. The Parties shall jointly endeavor to assure that these commitments are fully met, and that any provisions of this Agreement which may appear to interfere with a Disadvantaged business successfully bidding for work within the scope of this Agreement shall be carefully reviewed, and adjustments made as may be appropriate and agreed upon among the Parties, to ensure full compliance with the spirit and letter of the District's policies and commitment to its goal for the significant utilization of Disadvantaged business as direct contractors or suppliers on Covered Work.

Section 5.5 Employment of District Students, Veterans, District Residents and Regional Residents.

(a) In recognition of the District's mission to serve the District and its residents, the Unions and Contractors agree that, to the extent allowed by law, and as long as they possess the requisite skills and qualifications, District Residents shall be first referred for Project Work, including journeypersons, Apprentices or other positions which may be established under a Schedule A and covered by the applicable prevailing wage for utilization on Project Work. Additionally, all residents of a City containing a District zip code shall also be considered a District Resident.

The Unions agree that, to the extent allowed by law, and as long as they possess the requisite skills and qualifications, the Unions will exert their best efforts to refer and/or recruit a sufficient numbers of qualified craft workers from their referral lists with the goal that: (i) ten percent (10%) of the positions for Project Work for a particular Contractor (including the Contractor's "Core Employees") by craft, be filled with qualified graduates of the District's Apprenticeship Programs or currently enrolled Apprentices of the District's Apprenticeship Programs ("District Students"); and (ii) that thirty percent (30%) of the positions be filled with qualified District Residents. If at least thirty percent (30%) of the positions are not filled by qualified District Residents then the outreach goal shall be expanded to include qualified Regional Residents so that a total of forty percent (40%) of the positions are filled by qualified District Students, District Residents, and Regional Residents. If the Unions still have not provided the Employers in the attainment of a sufficient number of District Students, District Residents and Regional Residents, the Unions will then exert their best efforts to recruit and identify for referral qualified craft workers residing within Los Angeles and Orange Counties.

(b) Others qualified craft workers may be referred to Contractor by the Unions for Project Work only if all goals identified in Section 5.5(a) are being met, exceeded or workers that satisfy the goal criteria are unavailable.

(c) The Project Labor Administrator shall work with the Unions and Contractors in the administration of this goal. The Unions shall, upon request of the Project Labor Administrator, provide their response(s) to the Craft Request Form submitted to them by the Contractors. The Unions will also respond in writing, if requested, if they, or any of them, are unable to fill the dispatch request.

(ed) To facilitate the dispatch of District Residents and Regional Residents and other applicants for employment, all Contractors will be required to utilize the Craft Employee Request Form whenever they are requesting the referral of any employee from a Union referral list for any Covered Project, a sample of which is attached as **Attachment B**. When District Residents and Regional Residents are requested by the Employers, the Unions will refer such workers regardless of their place in the Unions' referral list and normal referral procedures.

Section 5.6 Core Employees. Except as otherwise provided in separate collective bargaining agreement(s) to which the Contractor is signatory,

(a) Contractors, including Subcontractors, may employ, as needed, first, a Core Employee, then an employee through a referral from the appropriate Union hiring hall, then a second Core Employee, then a second employee through the referral system, and so on until a maximum five (5) Core Employees are employed. Once a maximum of five (5) Core Employees are employed, all further employees shall be employed pursuant to the dispatch provisions of this Article. Contractors and Subcontractors using core employees shall use their best efforts to assure that two (2) of the five (5) Core Employees are District Students, District Residents or Regional Residents to satisfy the goals specified in Section 5.5(a). In the laying off of employees, the number of core employees shall not exceed one-half plus one of the workforce for an employer with 10 or fewer employees, assuming the remaining employees are qualified to undertake the work available. This provision applies only to employees not currently working under a current Schedule A Agreement and is not intended to limit the transfer provisions of the Schedule A Agreement of any trade. As part of this process, and in order to facilitate the contract administration procedures, as well as appropriate fringe benefit fund coverage, all Contractors shall require their core employees and any other persons employed other than through the referral process, to register with the appropriate Union hiring hall, if any, prior to their first day of employment at a project site.

(b) The Core Employees are comprised of those employees:

(1) whose names appeared on the Contractor's active payroll for at least ninety (90) of the last one-hundred eighty (180) working days before award of the Project Work to the Contractor; and

(2) who possess any license required by state or federal law for the Project Work to be performed; and

(3) who have the ability to safely perform the basic functions of the applicable trade.

(4) The Project Labor Administrator shall work with the Contractors to assure that Core employees have been residents of the District for ninety (90) days prior to the award of Project Work to the applicable Contractor and satisfy the local hire goals set forth in Section 5.5 (a).

(c) Prior to each Contractor performing any work on the Project, each Contractor shall provide a list of his core employees to the Project Labor Administrator and the Council. Failure to do so will prohibit the Contractor from using any core employees. If there are any questions regarding a Core Employee's eligibility under this provision, the Project Labor Administrator, at the Council's request, shall obtain and provide copies to the Council of appropriate proof of such from the Contractor. For proof of employment eligibility, quarterly tax records or payroll records normally maintained by the Contractor (or officially recognized substitutes) shall be utilized; and for residency, adequate proof thereof through driver's license, voter registration, postal address or other official acknowledgements.

Section 5.7 Time for Referral. If any Union's registration and referral system does not fulfill the requirements for specific classifications of covered employees requested by any Contractor within forty-eight (48) hours (excluding Saturdays, Sundays and holidays), that Contractor may use employment sources other than the Union registration and referral services, and may employ applicants meeting such classification from any other available source. The Contractor shall promptly inform the Project Labor Administrator and the applicable Union normally representing such classification of any applicants hired from other sources and such applicants shall register with the appropriate hiring hall, if any, before commencing work.

Section 5.8 Lack of Referral Procedure. If a signatory local Union does not have a job referral system as set forth in Section 5.3 above, the Contractors shall give the union equal opportunity to refer applicants. The Contractors shall notify the Union of employees so hired, as set forth in Section 5.7.

Section 5.9 Union Membership. No employee covered by this Agreement shall be required to join any Union as a condition of being employed, or remaining employed, for the completion of Project Work; provided, however, that any employee who is a member of the referring Union at the time of referral shall maintain that membership in good standing while employed under this Agreement. All employees shall, however, be required to comply with the union security provisions of the applicable Schedule A for the period during which they are performing on-site Project Work to the extent permitted by law and render payment of the applicable monthly dues and working dues only, as uniformly required of all craft employees and represented by the applicable signatory Union.

Section 5.10 Individual Seniority. Except as provided in Section 6.3 below, individual seniority shall not be recognized or applied to employees working on the Project; provided, however, that group and/or classification seniority in a Union's Schedule A as of the Effective Date of this Agreement shall be recognized for purposes of layoffs.

Section 5.11 Foremen. The selection and number of craft foremen and/or general foremen shall be the responsibility of the Contractor. All foremen shall take orders exclusively from the designated Contractor representatives. Craft foremen shall be designated as working foreman at the request of the Contractors.

ARTICLE 6 UNION ACCESS AND STEWARDS

Section 6.1 Access to Project Sites. Authorized representatives of the Union shall have access to Project Work, provided that they do not interfere with the work of employees and further provided that such representatives fully comply with posted visitor, security and safety rules, including checking/signing in with Contractor representatives on site and with the appropriate construction manager, if present on the site, prior to entering onto the Project construction area(s).

Section 6.2 Stewards.

(a) Each signatory local Union shall have the right to dispatch a working journeyman as a steward for each shift, and shall notify the Contractor in writing of the identity of the designated steward or stewards prior to the assumption of such person's duties as steward. Such designated steward or stewards shall not exercise any supervisory functions. There will be no non-working stewards. Stewards will receive the regular rate of pay for their respective crafts.

(b) In addition to his/her work as an employee, the steward should have the right to receive, but not to solicit, complaints or grievances and to discuss and assist in the adjustment of the same with the employee's appropriate supervisor. Each steward should be concerned only with the employees of the steward's Contractor and, if applicable, Subcontractor(s), and not with the employees of any other Contractor. The Contractor will not discriminate against the steward in the proper performance of his/her union duties.

(c) When a Contractor has multiple, non-contiguous work locations at one site, the Contractor may request and the Union shall appoint such additional working stewards as the Contractor requests to provide independent coverage of one or more such locations. In such cases, a steward may not service more than one work location without the approval of the Contractor.

(d) The stewards shall not have the right to determine when overtime shall be worked or who shall work overtime.

Section 6.3 Steward Layoff/Discharge. The Contractor agrees to notify the appropriate Union twenty-four (24) hours before the layoff of a steward, except in the case of disciplinary discharge for just cause. If the steward is protected against such layoff by the provisions of the applicable Schedule A, such provisions shall be recognized when the steward possesses the necessary qualifications to perform the remaining work. In any case in which the steward is discharged or disciplined for just cause, the appropriate Union will be notified immediately by the Contractor, and such discharge or discipline shall not become final (subject to any later filed grievance) until twenty-four (24) hours after such notice have been given.

Section 6.4 Employees on Non-Project Work. On work where the personnel of the District may be working in close proximity to the construction activities covered by this Agreement, the Union agrees that the Union representatives, stewards and individual workers will not interfere with the District personnel or with personnel employed by any other employer not a party to this Agreement.

ARTICLE 7 WAGES AND BENEFITS

Section 7.1 Wages. All employees covered by this Agreement shall be classified in accordance with work performed and paid the hourly wage rates for those classifications in compliance with the applicable prevailing wage rate determination established pursuant to the California Labor Code by the Department of Industrial Relations. If a prevailing rate increases under state law, the Contractor shall pay that rate in accordance with the California Labor Code.

If the prevailing wage laws are repealed during the term of this Agreement, the Contractor shall pay the wage rates established under the Schedule A Agreements, except as otherwise provided in this Agreement. Notwithstanding Section 4.6 (a), a Signatory Contractor to one or more of the Schedule A Agreements is required to pay all of the wages set forth in such Agreements.

Section 7.2 Benefits.

(a) Contractors shall pay contributions for all employees to the established employee benefit funds in the amounts designated in the appropriate Schedule A and make all employee - authorized deductions in the amounts designated in the appropriate Schedule A; provided, however, that the Contractor and Unions agree that only such bona fide employee benefits as accrue to the direct benefit of the employees (such as pension and annuity, health and welfare, vacation, apprenticeship, and training funds) shall be included in this requirement and required to be paid by the Contractor on the Project; and provided further, however, that such contributions shall not exceed the contribution amounts set forth in the applicable prevailing wage determination. Notwithstanding Section 4.6 (a), a Signatory Contractor to one or more of the Schedule A Agreements is required to make all contributions set forth in those Schedule A Agreements without reference to the forgoing.

(b) The Contractor adopts and agrees to be bound by the written terms of the applicable, legally established, trust agreement(s) specifying the detailed basis on which payments are to be made into, and benefits paid out of, such trust funds for its employees. The Contractor authorizes the Parties to such trust funds to appoint trustees and successors' trustees to administer the trust funds and hereby ratifies and accepts the trustees so appointed as if made by the Contractor.

(c) Each Contractor and Subcontractor is required to certify to the Project Labor Administrator that it has paid all benefit contributions due and owing to the appropriate Trust(s) or fringe benefit programs prior to the receipt of its final payment and/or retention. Further, upon timely notification by a Union to the Project Labor Administrator, the Project Labor Administrator shall work with any Contractor or Subcontractor who is delinquent in payments to assure that proper benefit contributions are made, to the extent of requesting the District or the prime Contractor to withhold payments otherwise due such Contractor, until such contributions have been made or otherwise guaranteed.

Section 7.3 Wage Premiums. Wage premiums, including, but not limited to, pay based on height of work, shift premiums, hazard pay, scaffold pay and special skills, shall not be applicable to work under this Agreement, except to the extent provided for in any applicable prevailing wage determination.

Section 7.4 Compliance with Prevailing Wage Laws. Without limiting the generality of Section 12.2 below, the Parties agree that the Project Labor Administrator shall monitor the compliance by all Contractors and Subcontractors with all applicable federal and state prevailing wage laws and regulations, and that such monitoring shall include Contractors engaged in what

would otherwise be Project Work but for the exceptions to Agreement coverage in Section 4.2. All complaints regarding possible prevailing wage violations shall be referred to the Project Labor Administrator for processing, investigation and resolution, and if not resolved within thirty (30) calendar days, may be referred by any party to the State Labor Commissioner.

ARTICLE 8 WORK STOPPAGES AND LOCKOUTS

Section 8.1 No Work Stoppages or Disruptive Activity. The Council and the Unions signatory hereto agree that neither they, and each of them, nor their respective officers, or agents or representatives, shall incite or encourage, condone or participate in any strike, walk-out, slowdown, picketing, observation of picket lines or other activity of any nature or kind whatsoever, for any cause or dispute whatsoever with respect to or any way related to Project Work, or which interferes with or otherwise disrupts Project Work, or with respect to or related to the District or Contractors or Subcontractors, including, but not limited to, economic strikes, unfair labor practice strikes, safety strikes, sympathy strikes and jurisdictional strikes whether or not the underlying dispute is arbitrable. Any such actions by the Council or Unions, or their members, agents, representatives or the employees they represent, shall constitute a material violation of this Agreement. The Council and the Union shall take all steps necessary to obtain compliance with this Article.

Section 8.2 Employee Violations. The Contractor may discharge any employee violating Section 8.1 above and any such employee will not be eligible for rehire under this Agreement.

Section 8.3 Standing to Enforce. The District, the Project Labor Administrator or any Contractor affected by an alleged violation of Section 8.1 shall have standing and the right to enforce the obligations established therein.

Section 8.4 Expiration of Schedule A's. If the Schedule A Agreement, or any local, regional and other applicable collective bargaining agreements, expire during the term of the Project, the Union(s) agree that there shall be no work disruption of any kind as described in Section 8.1 above as a result of the expiration of any such agreement(s) having application on this Project and/or failure of the involved Parties to that agreement to reach a new contract. Terms and conditions of employment established and set at the time of bid shall remain established and set. Otherwise to the extent that such agreement does expire and the Parties to that underlying agreement have failed to reach concurrence on a new contract, work will continue on the Project on one of the following two (2) options, both of which will be offered by the Unions involved to the Contractors affected:

(a) Each of the Unions with a contract expiring must offer to its Signatory Contractors to continue working on the Project under interim agreements that retain all the terms of the expiring contract, except that the Unions involved in such expiring contract may each

propose wage rates and employer contribution rates to employee benefit funds under the prior contract different from what those wage rates and employer contributions rates were under the expiring contracts. The terms of the Union's interim agreement offered to Signatory Contractors will be no less favorable than the terms offered by the Union to any other employer or group of employers covering the same type of construction work in Los Angeles County.

(b) Each of the Unions with a contract expiring must offer to continue working on the Project under all the terms of the expiring contract, including the wage rates and employer contribution rates to the employee benefit funds, if a Signatory Contractor affected by that expiring contract agrees to the following retroactive provisions: if a new, local, regional or other applicable labor agreement for the industry having application at the Project is ratified and signed during the term of this Agreement and if such new labor agreement provides for retroactive wage increases, then each affected Signatory Contractor shall pay to its employees who performed work covered by this Agreement at the Project during the hiatus between the effective dates of such expired and new labor agreements, an amount equal to any such retroactive wage increase established by such new labor agreement, retroactive to whatever date is provided by the new labor agreement for such increase to go into effect, for each employee's hours worked on the Project during the retroactive period. All Parties agree that such affected Signatory Contractors shall be solely responsible for any retroactive payment to its employees.

(c) Some Signatory Contractors may elect to continue to work on the Project under the terms of the interim agreement option offered under paragraph (a) above and other Signatory Contractors may elect to continue to work on the Project under the retroactivity option offered under paragraph (b) above. To decide between the two options, Signatory Contractors will be given one week after the particular labor agreement has expired or one week after the Union has personally delivered to the Signatory Contractors in writing its specific offer of terms of the interim agreement pursuant to paragraph (a) above, whichever is the later date. If the Signatory Contractor fails to timely select one of the two options, the Signatory Contractor shall be deemed to have selected option (b).

Section 8.5 No Lock-Outs. Contractors shall not cause, incite, encourage, condone or participate in any lock-out of employees with respect to Project Work during the term of this Agreement. The term "lock-out" refers only to a Contractor's exclusion of employees in order to secure collective bargaining advantage and does not refer to the discharge, termination or layoff of employees by the Contractor for any reason in the exercise of rights pursuant to any provision of this Agreement, or any other agreement, nor does "lock-out" include the District's decision to stop, suspend or discontinue any Project Work or any portion thereof for any reason.

Section 8.6 Best Efforts To End Violations.

(a) If a Contractor contends that there is any violation of Section 9.3 or the provisions of Section 21.3, it shall notify, in writing, the Council of the involved Union(s) and the Project Labor Administrator. The Council and the leadership of the involved Union(s) will immediately instruct, order and use their best efforts to cause the cessation of any violation of the relevant Article.

(b) If the Union contends that any Contractor has violated this Article, it will notify that the Contractor and the Project Labor Administrator, setting forth the facts which the Union contends violate the Agreement, at least twenty-four (24) hours prior to invoking the procedures of Section 8.7. The Project Labor Administrator shall promptly order the involved Contractor(s) to cease any violation of the Article.

Section 8.7 Withholding of services for failure to pay wages and fringe benefits

Notwithstanding any provision of this Agreement to the contrary, it shall not be a violation of this Agreement for any Union to withhold the services of its members (but not the right to picket) from a particular Contractor who:

(a) fails to timely pay its weekly payroll; or

(b) fails to make timely payments to the Union's Joint Labor/Management Trust Funds in accordance with the provisions of the applicable Schedule A Agreements. Prior to withholding its members services for the Contractor's failure to make timely payments to the Union's Joint Labor/Management Trust Funds, the Union shall give at least ten (10) days (unless a lesser period of time is provided in the Union's Schedule A Agreement, but in no event less than forty-eight (48) hours) written notice of such failure to pay by registered or certified mail, return receipt requested, and by facsimile transmission to the involved Contractor and to the City. Union will meet within the ten (10) day period to attempt to resolve the dispute.

(c) Upon the payment of the delinquent Contractor of all monies due and then owing for wages and/or fringe benefit contributions, the Union shall direct its members to return to work and the Contractor shall return all such members back to work.

Section 8.8 Expedited Enforcement Procedures. Any party, including the District, which is an intended beneficiary of this Article, or the Project Labor Administrator, may institute the following procedures, in lieu of or in addition to any other action at law or equity, when a breach of Sections 8.1 or 8.5, above, or Section 9.3, or Section 21.3, is alleged.

(a) The party invoking this procedure shall notify the other party of its election to arbitrate at its option pursuant to notice requirements of this Section. The parties shall then select a mediator or arbitrator who has been mutually approved by the Parties and whom the Parties agree shall be the mediator or arbitrator under this procedure. If the arbitrator is unavailable at any time, the party invoking this procedure shall notify one of the alternates selected by the Parties, in that order on an alternating basis. Notice to the arbitrator shall be by the most expeditious means available, with notices to the Parties alleged to be in violation, and to the Council if it is a Union alleged to be in violation. For purposes of this Article, written notice may be given by e-mail, facsimile, hand delivery, overnight mail or overnight courier service, and will be deemed effective upon receipt (or, in the case of notices sent by overnight mail or overnight courier service which the intended recipient refuses to accept, will be deemed effective upon the first such attempted delivery).

(b) Upon receipt of said notice, the arbitrator named above or his/her alternate shall sit and hold a hearing within twenty-four (24) hours if it is contended that the violation still

exists but not sooner than twenty-four (24) hours after notice has been dispatched to the Council of the involved Union(s) and/or Contractor as required by Section 8.6 above.

(c) The arbitrator shall notify the Parties of the place and time chosen for this hearing. Said hearing shall be completed in one session, which, with appropriate recesses at the arbitrator's discretion, shall not exceed twenty four (24) hours unless otherwise agreed upon by all Parties. A failure of any Party or Parties to attend said hearings shall not delay the hearing of evidence or the issuance of any award by the arbitrator.

(d) The sole issue at the hearing shall be whether or not a violation of Sections 8.1 or 8.5, above, or Section 9.3, or Section 21.3, has in fact occurred. The arbitrator shall have no authority to consider any matter in justification, explanation or mitigation of such violation or to award damages. The Award shall be issued in writing within three (3) hours after the close of the hearing and may be issued without an opinion. If any Party desires a written opinion, one shall be issued within fifteen (15) days, but its issuance shall not delay compliance with, or enforcement of, the Award. The arbitrator may order cessation of the violation of the Article and other appropriate relief, and such Award shall be served on all Parties by hand or registered mail upon issuance.

(e) Such Award shall be final and binding on all Parties and may be enforced by any court of competent jurisdiction upon the filing of this Agreement and all other relevant documents referred to herein above in the following manner. Written notice of the filing of such enforcement proceedings shall be given to the other Party. In any judicial proceeding to obtain a temporary order enforcing the arbitrator's Award as issued under Section 8.8(d) of this Article, all Parties waive the right to a hearing and agree that such proceedings may be ex parte. Such agreement does not waive any Party's right to participate in a hearing for a final order of enforcement. The court's order or orders enforcing the arbitrator's award shall be served on all Parties by hand or by delivery to their address as shown on this Agreement (for a Union), as shown in their business contract for work under this Agreement (for a Contractor) and to the representing Union (for an employee), by certified mail by the Party or Parties first alleging the violation.

(f) Any rights created by statute or law governing arbitration proceedings inconsistent with the above procedure or which interfere with compliance hereto are hereby waived by the Parties to whom they accrue.

(g) The fees and expenses of the arbitrator shall be equally divided between the Party or Parties initiating this procedure and the respondent Party or Parties.

ARTICLE 9 WORK ASSIGNMENTS AND JURISDICTIONAL DISPUTES

Section 9.1 Assignment of Work. The assignment of work will be solely the responsibility of the Contractor performing the work involved; and such work assignments will be in accordance with the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry (the "Plan") currently in effect, or any successor plan.

Section 9.2 The Plan. All jurisdictional disputes between or among Building and Construction Trades Unions and Contractors, shall be settled and adjusted according to the Plan or any other plan or method of procedures that may be adopted in the future by the Building and Construction Trades Department. Decisions rendered shall be final, binding and conclusive on the Contractors and Union.

(a) If a dispute arising under this Article involves the Southwest Regional Council of Carpenters or any of its subordinate bodies, an Arbitrator shall be chosen by the procedures specified in Article V, Section 5, of the Plan from a list of Arbitrators composed of John Kagel, Thomas Angelo, Robert Hirsch, and Thomas Pagan and the Arbitrator's hearing on the dispute shall be held at the offices of the Trades Council within 14 days of the selection of the Arbitrator. All other procedures shall be as specified in the Plan.

Section 9.3 No Work Disruption Over Jurisdiction. All jurisdictional disputes shall be resolved without the occurrence of any strike, work stoppage, disruption or slowdown of any nature, and the Contractor's assignments shall be adhered to until the dispute is resolved. Individuals violating this section shall be subject to immediate discharge.

Section 9.4 Pre-job Conference. In order to avoid jurisdictional disputes, it is required that a pre-job conference be held prior to the start of work by the Contractor for the Covered Project covered by this Agreement. The Subcontractors will be advised in advance of such conferences and may participate if they wish. The purpose of the conference will be to, among other things, determine craft and manpower needs, schedule of work for the Contract and Project Work rules/owner rules. As provided in Article 16, each Contractor and Construction Manager will conduct a pre-job conference with the appropriate affected Union(s) prior to commencing work. The Council and the Project Labor Administrator shall be advised in advance of all such conferences and may participate if they wish.

ARTICLE 10 MANAGEMENT RIGHTS

Section 10.1 Contractor and District Rights. The Contractors and the District have the sole and exclusive right and authority to oversee and manage construction operations on Project Work without any limitations unless expressly limited by a specific provision of this Agreement. In addition to the following and other rights of the Contractors enumerated in this Agreement, the Contractors expressly reserve their management rights and all the rights conferred upon them by law. The Contractor's rights include, but are not limited to, the right to:

- (a) Plan, direct and control operations of all work;
- (b) Hire, promote, transfer and layoff their own employees, respectively, as deemed appropriate to satisfy work and/or skill requirements;
- (c) Promulgate and require all employees to observe reasonable job rules and security and safety regulations;

(d) Discharge, suspend or discipline their own employees for just cause;

(e) Utilize, in accordance with District approval, any work methods, procedures or techniques, and select, use and install any types or kinds of materials, apparatus or equipment, regardless of source of manufacture or construction, and assign and schedule work at their discretion; and

(f) Assign overtime and determine when it will be worked and the number and identity of employees engaged in such work, subject to such provisions in the applicable Schedule A(s) requiring such assignments be equalized or otherwise made in a nondiscriminatory manner.

Section 10.2 Specific District Rights. In addition to the following and other rights of the District enumerated in this Agreement, the District expressly reserves its management rights and all the rights conferred on it by law and contract. The District's rights (and those of the Project Labor Administrator on its behalf) include but are not limited to the right to:

(a) Inspect any construction site or facility to ensure that the Contractor follows the applicable safety and other work requirements;

(b) Require Contractors to establish a different work week or shift schedule for particular employees as required to meet the operational needs of the Project Work at a particular location or in order to accommodate the instructional programs at various Project sites where school may be in session during periods of construction activity;

(c) At its sole option, terminate, delay and/or suspend any and all portions of the Covered Work at any time; prohibit some or all work on certain days or during certain hours of the day to accommodate the ongoing operations of the District's educational facilities and/or to mitigate the effect of ongoing Project Work on businesses and residents in the neighborhood of the Project site; and/or require such other operational or schedule changes it deems necessary, in its sole judgment, to effectively maintain its primary mission and remain a good neighbor to those in the area of its facilities. (In order to permit the Contractors and Unions to make appropriate scheduling plans, the District will provide the Project Labor Administrator and the affected Contractor(s) and Union(s) with reasonable notice of any changes it requires pursuant to this section);

(d) Approve any work methods, procedures and techniques used by Contractors, whether or not these methods, procedures or techniques are part of industry practices or customs; and

(e) Investigate and process complaints, through its Project Labor Administrator, in the matter set forth in Articles 10 and 12.

Section 10.3 Use of Materials. There should be no limitations or restrictions by Unions upon a Contractor's choice of materials or design, nor, regardless of source or location, upon the full use and utilization of equipment, machinery, packaging, precast, prefabricated, prefinished,

or preassembled materials, tools or other labor saving devices, subject to the application of the California Public Contract and Labor Codes. Generally, the onsite installation or application of such items shall be performed by the craft having jurisdiction over such work.

Section 10.4 Special Equipment, Warranties and Guaranties.

(a) It is recognized that certain equipment of a highly technical and specialized nature may be installed at Project Work sites. The nature of the equipment, together with the requirements for manufacturer's warranties, may dictate that it be prefabricated, pre-piped and/or pre-wired and that it be installed under the supervision and direction of the District's and/or manufacturer's personnel. The Unions agree to install such material, equipment and systems without incident and in a manner that satisfies the requirements of the manufacturers warranties, or allow such installation to be performed by the manufacturer or a contractor designated by the manufacturer, where the Unions are unable to perform such work. Prior to any such installation, manufacturer or General Contractor will discuss the issue with the affected Union.

(b) The Parties recognize that the Contractor will initiate from time to time the use of new technology, equipment, machinery, tools, and other labor-savings devices and methods of performing Project Work. The Unions agree that they will not restrict the implementation of such devices or work methods. The Unions will accept and will not refuse to handle, install or work with any standardized and/or catalogue parts, assemblies, accessories, prefabricated items, preassembled items, partially assembled items or materials, whatever their source of manufacture or construction.

(c) If any disagreement between the Contractor and the Unions concerning the methods of implementation or installation of any equipment, device or item or method of work arises, or whether a particular part or pre-assembled item is a standardized or catalog part or item, the work will proceed as directed by the Contractor, and the Parties shall immediately consult over the matter. If the disagreement is not resolved, the affected Union(s) shall have the right to proceed through the procedures set forth in Article 11.

Section 10.5 No Less Favorable Treatment. The Parties expressly agree that Project Work will not receive less favorable treatment than that on any other project which the Unions, Contractors and employees work.

ARTICLE 11
SETTLEMENT OF GRIEVANCES AND DISPUTES

Section 11.1 Cooperation and Harmony on Site.

(a) This Agreement is intended to establish and foster continued close cooperation between management and labor. The Council shall assign a representative to this Project for the purpose of assisting the local Unions and working with the Project Labor Administrator, together with the Contractors, to complete the construction of the Project Work economically, efficiently, continuously and without any interruption, delays or work stoppages.

(b) The Project Labor Administrator, the Contractors, Unions and employees, collectively and individually, realize the importance to all Parties of maintaining continuous and uninterrupted performance of Project Work and agree to resolve disputes in accordance with the grievance provisions set forth in this Article or, as appropriate, those of Articles 8 or 9.

(c) The Project Labor Administrator shall observe the processing of grievances under this Article and Articles 8 and 9, including the scheduling and arrangements of facilities for meetings, selection of the arbitrator from the agreed-upon panel to hear the case and any other administrative matters necessary to facilitate the timely resolution of any dispute; provided, however, it is the responsibility of the principal Parties to any pending grievance to insure the time limits and deadlines are met.

Section 11.2 Processing Grievances. Any questions arising out of and during the term of this Agreement involving its interpretation and application, but not jurisdictional disputes or alleged violations of Sections 8.1, 8.4 and 8.5 and similar provisions, shall be considered a grievance and subject to resolution under the following procedures. Questions between or among parties arising out of or involving the interpretation of a provision in a Schedule A Agreement, which is not provided for in this Agreement, shall be resolved under the grievance procedure provided in that Schedule A Agreement.

Step 1.

(a) Employee Grievances. When any employee subject to the provisions of this Agreement feels aggrieved by an alleged violation of this Agreement, the employee shall, through his local Union business representative or job steward, within ten (10) working days after the occurrence of the violation, give notice to the work site representative of the involved Contractor stating the provision(s) alleged to have been violated. A grievance should be considered null and void if notice of the grievance is not given within the ten (10) day period. A business representative of the local Union or the job steward and the work site representative of the involved Contractor shall meet and endeavor to adjust the matter within ten (10) working days after timely notice has been given. If they fail to resolve the matter within the prescribed period, the grieving party may, within ten (10) working days thereafter, pursue Step 2 of this grievance procedure, provided the grievance is reduced to writing setting forth the relevant information, including a short description thereof, the date on which the alleged violation occurred and the provision(s) of the applicable agreement alleged to have been violated.

Grievances and disputes settled at Step 1 shall be non-precedential except as to the Parties directly involved.

(b) Union or Contractor Grievances. Should the Union(s) or any Contractor have a dispute with the other Party(ies) and, if after conferring within ten (10) working days after the disputing party knew or should have known of the facts or occurrence giving rise to the dispute, a settlement is not reached within five (5) working days, the dispute shall be reduced to writing and processed to Step 2 in the same manner as outlined in Step 1(a) above for the adjustment of an employee complaint.

Step 2.

(a) The business manager of the involved local Union or his designee, together with the site representative of the involved Contractor and the labor relations representative of the Project Labor Administrator, shall meet within seven (7) working days of the referral of the dispute to this second step to arrive at a satisfactory settlement thereof. If the Parties fail to reach an agreement, the dispute may be appealed in writing in accordance with the provisions of Step 3 within seven (7) calendar days after the initial meeting at Step 2.

Step 3.

(a) If the grievance shall have been submitted but not resolved under Step 2, either the Union or Contractor party may request in writing to the Project Labor Administrator (with copy(ies) to the other Party(ies)) within seven (7) calendar days after the initial Step 2 meeting, that the grievance be submitted to an arbitrator selected from the agreed-upon list attached hereto as Attachment DE on a rotational basis in the order listed therein.

The rules of the American Arbitration Society shall govern the conduct of the Arbitration hearing. The decision of the arbitrator shall be final and binding on all Parties and the fee and expenses of such arbitrations shall be borne equally by the involved Contractor(s) and the involved Union(s).

(b) Failure of the grieving party to adhere to the time limits established herein shall render the grievance null and void. The time limits established herein may be extended only by written consent of the Parties involved at the particular step where the extension is agreed upon. The arbitrator shall have the authority to make decisions only on issues presented and shall not have the authority to change, amend, add to or detract from any of the provisions of this Agreement.

Section 11.3 Limit on Use of Procedures. Procedures contained in this Article shall not be applicable to any alleged violation of Articles 8 or 9.3, with a single exception that any employee discharged for violation of Section 8.2, or Article 9.3, may resort to the procedures of this Article to determine only if he/she was, in fact, engaged in that violation.

Section 11.4 Notice. The Project Labor Administrator (and the District, in the case of any grievance regarding the Scope of this Agreement), shall be notified by the involved Contractor of all actions at Steps 2 and 3, and, further, the Project Labor Administrator shall, upon its own request, be permitted to participate fully as a party in all proceedings at such steps.

ARTICLE 12 REGULATORY COMPLIANCE

Section 12.1 Compliance with All Laws. The Council and all Unions, Contractors, Subcontractors and their employees shall comply with all applicable federal and state laws, ordinances and regulations, including, but not limited to, those relating to safety and health, employment and applications for employment. All employees shall comply with the safety

regulations established by the District, the Project Labor Administrator or the Contractor. Employees must promptly report any injuries or accidents to a supervisor.

Section 12.2 Monitoring Compliance. The Parties agree that the District shall require, and that the Project Labor Administrator and Council shall monitor compliance by all Contractors and Subcontractors with all federal and state laws and regulations that, from time to time, may apply to Project Work. It shall be the responsibility of both the Council and the Project Labor Administrator (on behalf of the District) to investigate or monitor compliance with these various laws and regulations. The Council may recommend to the Project Labor Administrator and/or the District procedures to encourage and enforce compliance with these laws and regulations.

Section 12.3 Prevailing Wage Compliance. The Council or Union shall refer all complaints regarding any potential prevailing wage violation to the Project Labor Administrator, who on its own, or with the assistance of the District's Labor Compliance Program, shall process, investigate and resolve such complaints, consistent with Section 7.4. The Council or Union, as appropriate, shall be advised in a timely manner with regard to the facts and resolution, if any, of any complaint. It is understood that this Section does not restrict any individual rights as established under the State Labor Code, including the rights of an individual to file a complaint with the State Labor Commissioner or to file a grievance for such violation under this Agreement.

Section 12.4 Violations of Law. Based upon a finding of violation by the District of a federal and state law, and upon notice to the Contractor that it or its Subcontractors is in such violation, the District, in the absence of the Contractor or Subcontractor remedying such violation, shall take such action as it is permitted by law or contract to encourage the Contractor to come into compliance, including, but not limited to, assessing fines and penalties and/or removing the offending Contractor from Project Work.

ARTICLE 13 SAFETY AND PROTECTION OF PERSON AND PROPERTY

Section 13.1 Safety.

(a) It shall be the responsibility of each Contractor to ensure safe working conditions and employee compliance with all applicable safety laws and regulations and any safety rules contained herein or established by the District, the Project Labor Administrator, Construction Manager or the Contractor. It is understood that employees have an individual obligation to use diligent care to perform their work in a safe manner and to protect themselves and the property of the Contractor and the District.

(b) Employees shall be bound by the safety, security and visitor rules established by the Contractor, the Project Labor Administrator and/or the District. These rules will be published and posted. An employee's failure to satisfy his/her obligations under this Section will subject him/her to discipline, up to and including discharge.

(c) The Parties adopt the Los Angeles/Orange Counties Building and Construction Trades Council Approved Drug and Alcohol Testing Policy, a copy of which is attached hereto as Attachment CD and which shall be the policy and procedure utilized under this Agreement.

Section 13.2 Inspection. The inspection of shipments of equipment, machinery and construction materials of every kind shall be performed at the discretion of the Contractor by individuals of its choice.

ARTICLE 14 TRAVEL AND SUBSISTENCE

Section 14.1 Travel expenses, travel time, subsistence allowances and/or zone rates and parking reimbursements shall not be applicable to work under this Agreement, except to the extent provided for in any applicable prevailing wage determination. Parking for employees covered by this Agreement shall be provided by the Contractor(s) according to the provision of the Schedule A(s) existing on the Effective Date of this Agreement and upon presentation of proof of any expense incurred.

ARTICLE 15 APPRENTICES

Section 15.1 Importance of Training. The Parties recognize the District's Apprenticeship Program, as well as other State Approved Apprentice Programs and, to the greatest extent allowed by law, agree to employ Apprentices from these programs on Project Work. The Parties further recognize the need to maintain continuing support of the programs designed to develop adequate numbers of competent workers in the construction industry, the obligation to capitalize on the availability of the local work force in the area served by the District, and the opportunities to provide continuing work under the construction program funded by Measure G. To these ends, and consistent with any laws or regulations, the Parties will facilitate, encourage and assist local residents to commence and progress as Apprentices in the District's Apprenticeship Program, as well as other State Approved Apprenticeship Programs in the construction industry leading to participation in such Apprenticeship Programs. The District, the Project Labor Administrator, other District consultants, the Contractors, the Council and Unions, will work cooperatively to identify, or establish and maintain, effective programs and procedures for persons interested in entering the construction industry and which will help prepare them for the entry into these Apprenticeship Programs. Apprentices performing Project Work must be enrolled in a District Apprenticeship Program or a State Approved Apprenticeship Program.

Section 15.2 Use of Apprentices.

(a) The Unions agree to cooperate with the Contractor in furnishing Apprentices as requested up to the maximum percentage. The Apprentice ratio for each craft shall be in compliance, at a minimum, with the applicable provisions of the Labor Code relating to utilization of apprentices. The District, unless otherwise required by law, shall encourage such

utilization, and, both as to Apprentices and the overall supply of experienced workers, the Project Labor Administrator will work with the Council, Union(s), the District's Apprenticeship Programs and other State Approved Apprenticeship Programs and Contractors to assure appropriate and maximum utilization of Apprentices and the continuing availability of both Apprentices and journey persons.

(b) The Parties agree that all Contractors will comply with all applicable laws and regulations in the request for dispatch and employment of Apprentices.

(c) All Apprentices shall work under the direct supervision of a journeyman from the trade in which the Apprentice is indentured. A journeyman shall be defined as set forth in the California Code of Regulations, Title 8 [apprenticeship] section 205, which defines a journeyman as a person who has either completed an accredited apprenticeship in his or her craft, or has completed the equivalent of an apprenticeship in length and content of work experience and all other requirements in the craft which has workers classified as journeyman in the apprenticeship occupation. Should a question arise as to a journeyman's qualification under this subsection, the Contractor shall provide adequate proof evidencing the worker's qualification as a journeyman to the Project Labor Administrator.

Section 15.3 Subcommittee on District Apprenticeship Programs. To carry out the intent and purposes of this Article, a subcommittee of the Labor Management Committee established pursuant to Article 17 may be established, jointly chaired by a designee of the District and a designee of the Council, to oversee the identification and/or effective development of procedures and programs leading to the full utilization of Apprentices from the District's Apprenticeship Programs and other State Approved Apprenticeship Programs and to work with representatives of each such apprenticeship committee and representatives of the District's Apprenticeship Programs to establish appropriate criteria for recognition by the State of the educational and work experience possessed by Students and graduates toward qualifying for entry or advanced level as Apprentices in the District's Apprenticeship Program and other State Approved Apprenticeship Programs. The Subcommittee will cooperate with and assist the District to facilitate Students' entrance into these Programs. The Subcommittee will meet as necessary at the call of the joint chairs to promptly facilitate its purposes in an expeditious manner as soon as this Agreement becomes effective. In addition to the joint chairs, the membership of the committee will consist of at least three representatives of the signatory local Unions and three representatives of Signatory Contractors experienced in overseeing and participating in Apprenticeship Programs.

ARTICLE 16 PRE-JOB CONFERENCE

Section 16.1 Work Assignments. Consistent with Section 9.4, all work assignments should be disclosed by the Contractor at a pre-job conference held in accordance with industry practice. The Construction Manager shall notify the Project Labor Administrator at least two weeks before starting work under this Agreement, and the Project Labor Administrator shall coordinate the scheduling of a pre-job conference with the Council, the Contractor(s) and the affected Union(s). Should there be any formal jurisdictional dispute raised under Article 9, the Project Labor Administrator shall be promptly notified. At the pre-job conference, the Project

Labor Administrator shall review the District's employment and contracting programs and goals with the participants.

ARTICLE 17 LABOR/MANAGEMENT AND COOPERATION

Section 17.1 Joint Committee. The Parties to this Agreement shall establish a six (6) person Joint Administrative Committee (JAC). This JAC shall be comprised of three (3) representatives selected by the Project Labor Administrator in consultation with the District and three (3) representatives selected by the Council. The purpose of the Committee shall be to promote harmonious and stable labor management relations on this Project, to ensure effective and constructive communication between labor and management, to advance the proficiency of work in the industry, and to evaluate and ensure an adequate supply of skilled labor for all Project Work. Representatives of the District may participate upon its request. Any JAC member wishing to call a meeting of the JAC shall contact the Project Labor Administrator who shall schedule a meeting of the JAC if the Project Labor Administrator believes such a meeting would be beneficial for the Parties or Contractors.

Section 17.2 Functions of Joint Committee. The Committee shall meet on a schedule to be determined by the Committee or at the call of the joint chairs to discuss the administration of the Agreement, the progress of the Project, general labor management problems that may arise, and any other matters consistent with this Agreement. Substantive grievances or disputes arising under Articles 8, 9, or 11 shall not be reviewed or discussed by this Committee but shall be processed pursuant to the provisions of the appropriate Article.

The Project Labor Administrator shall be responsible for the scheduling of the meetings and the preparation of the agenda topics for the meetings, with input from the Unions, the Contractors and the District. Notice of the date, time and place of meetings shall be given to the Committee members at least three (3) days prior to the meeting. The District should be notified of the meetings and invited to send a representative(s) to participate.

The Project Labor Administrator shall prepare quarterly reports on apprentice utilization and the training and employment of District Students, District Residents, Regional Residents, Disadvantaged Businesses and a schedule of Project work and estimated number of craft workers needed. The Committee, or an appropriate subcommittee, may review such reports and make any recommendations for improvement, if necessary, including increasing the availability of skilled trades and the employment of local residents or other individuals who should be assisted with appropriate training to qualify for Apprenticeship Programs.

Section 17.3 Subcommittees. The Committee may form subcommittees to consider and advise the full Committee with regard to safety and health issues affecting the Project and other similar issues affecting the overall Project, including any workers compensation program initiated under this Agreement.

ARTICLE 18

SAVINGS AND SEVERABILITY

Section 18.1 Savings Clause. It is not the intention of the District, the Project Labor Administrator, Contractor or the Union Parties to violate any laws governing the subject matter of this Agreement. The Parties hereto agree that in the event any provision of this Agreement is finally held or determined to be illegal or void as being in contravention of any applicable law or regulation, the remainder of the Agreement shall remain in full force and effect unless the part or parts so found to be void are wholly inseparable from the remaining portions of this Agreement. Further, the Parties agree that if and when any provision(s) of this Agreement is finally held or determined to be illegal or void by a court of competent jurisdiction, the Parties will promptly enter into negotiations concerning the substantive effect of such decision for the purposes of achieving conformity with the requirements of any applicable laws and the intent of the Parties hereto. If the legality of this Agreement is challenged and any form of injunctive relief is granted by any court, suspending temporarily or permanently the implementation of this Agreement, then the Parties agree that all Project Work that would otherwise be covered by this Agreement should be continued to be bid and constructed without application of this Agreement so that there is no delay or interference with the ongoing planning, bidding and construction of any Project Work.

Section 18.2 Effect of Injunctions or Other Court Orders. The Parties recognize the right of the District to withdraw, at its absolute discretion, the utilization of the Agreement as part of any bid specification should a Court of competent jurisdiction issue any order or any applicable statute which results, temporarily or permanently, in delay of the bidding, awarding and/or construction on the Project.

ARTICLE 19 WAIVER

Section 19.1 Waiver. A waiver of or a failure to assert any provisions of this Agreement by any or all of the Parties hereto shall not constitute a waiver of such provision for the future. Any such waiver shall not constitute a modification of the Agreement or change in the terms and conditions of the Agreement and shall not relieve, excuse or release any of the Parties from any of their rights, duties or obligations hereunder.

ARTICLE 20 AMENDMENTS

Section 20.1 The provisions of this Agreement can be renegotiated, supplemented, rescinded or otherwise altered only by mutual agreement in writing, hereafter signed by the Parties.

ARTICLE 21 DURATION OF THE AGREEMENT

Section 21.1 Duration. This Agreement shall be effective _____, 2015 (“Effective Date”), for purposes of Project Work funded under Measure G and advertised for bid ninety (90) days thereafter “”and shall remain in effect for five (5) years after the Effective Date or five (5) years from the first award of the Covered Project or Covered Contract whichever is later (provided, however, it shall continue in effect for all work awarded prior to such termination date until the completion of such Project Work). The Agreement will automatically renew for another five (5) year term unless either party provides written notice of its intent to terminate sent no earlier than ninety (90) days or later than sixty (60) days prior to the original termination date or any extended termination date. The District shall determine the termination date(s) within its sole and exclusive discretion and termination date(s) will not be subject to challenge. The District will provide the termination date to the Council within three (3) months of the first award of a Covered Project or Covered Contract. It is agreed that all notices shall be provided to the District at:

Cerritos Community College District

Attn: _____

Title: _____

Notices to the Council, on behalf of the Council and the Local Unions, will be provided to:

Los Angeles/Orange Counties Building and Construction Trades Council

_____ 1626 Beverly Blvd.

_____ Los Angeles, California

Attn: _____ Ron Miller

Title: _____ Executive Secretary

The Parties agreed to discuss extensions and/or modifications of the Agreement based on the District’s determination as to whether the Agreement achieved its intent and goal.

Section 21.2 Turnover and Final Acceptance of Completed Work.

(a) Construction of any phase, portion, section or segment of Project Work shall be deemed complete when such phase, portion, section or segment has been turned over to the District by the Contractor and the District has accepted such phase, portion, section or segment. As areas and systems of the Project are inspected and construction-tested and/or approved and accepted by the District or third parties with the approval of the District, the Agreement shall have no further force or effect on such items or areas, except when the Contractor is directed by the District to engage and repairs or modifications required by its contract(s) with the District.

(b) Notice of each final acceptance received by the Contractor will be provided to the Council with the description of what portion, segment, etc. has been accepted. Final acceptance may be subject to a “punch” list, and in such case, the Agreement will continue to apply to each such item on the list until it is completed to the satisfaction of the District and Notice of Acceptance is given by the District or its representative to the Contractor.

Section 21.3 Continuation of Schedule A's. Schedule A' Agreements incorporated as part of this Agreement shall continue in full force and effect, as previously stated, until the Contractor and Union Parties to the collective bargaining agreement(s), which are the basis for such Schedule A' Agreement, notify the Project Labor Administrator of the mutually agreed upon changes in such agreements and their effective date(s). The Parties agree to recognize and implement all applicable changes on their effective dates, except as otherwise provided by this Agreement; provided, however, that any such provisions negotiated in said collective bargaining agreements will not apply to work covered by this Agreement if such provisions are less favorable to the Contractor under the Agreement than those uniformly required of Contractors for construction work normally covered by those agreements; nor shall any provision be recognized or applied if it may be construed to apply exclusively or predominately to work covered by this Agreement. Any disagreement between the Parties over the incorporation into a Schedule A of any such provision agreed upon in a negotiation of the local collective bargaining agreement which is the basis for a Schedule A shall be resolved under the procedures established in Article 11.

Section 21.4 Final Termination. Final termination of all obligations, rights, and liabilities and disagreements shall occur upon receipt by the Council of a Notice from the District saying that no work remains within the scope of the Agreement.

ARTICLE 22 WORK OPPORTUNITIES PROGRAM

Section 22.1 Work Opportunity Programs. The Parties to this Agreement support the development of increased numbers of skilled construction workers from among graduates or currently enrolled Apprentices of the District's Apprenticeship Programs and Local and Disadvantaged businesses to meet the labor needs of covered projects specifically and the requirements of the local construction industry generally. Towards that end the Parties agree to cooperate respecting the establishment of a work opportunities program for such persons and businesses, the primary goals of which shall be to maximize (1) construction work opportunities for District Students, District Residents, Regional Residents, and Veterans and (2) business opportunities for traditionally underrepresented members of the community, minorities, women, veterans, and disabled veterans in the construction industry, the latter goal being consistent with the Government Code requirement that public agencies promote and encourage the use of these organization on public projects. In furtherance of the foregoing, the Unions specifically agree to:

(a) Encourage the referral and utilization, to the extent permitted by law and hiring hall practices, of qualified Students and District Residents as journeymen and Apprentices on Covered Projects and entrance as Apprentices into the District Apprenticeship Program and such qualified apprenticeship and training programs as may be operated by signatory Unions; and

- (b) Work cooperatively with the District, the Project Labor Administrator, and other District consultants to identify, establish and maintain effective programs, events and procedures for persons interested in entering the construction industry; and
- (c) Participate in District based job fairs, career days and outreach events; and
- (d) Provide speakers to speak at District programs and academies as requested; and
- (e) Assist Students and District Residents in contacting the District's Apprenticeship Program and the Union's Apprenticeship Programs for qualified program crafts and trades that they are interested in. The Unions shall assist Students, graduates, veterans and residents who are seeking Union jobs on the Project and Union membership in assessing their work experience and giving them credit for provable past experience in their relevant craft or trade, including experience gained working for non-union Contractors. The Unions shall put on their rolls qualified bona fide students and residents for work on this Project; and
- (f) Allow tours of their Apprenticeship Programs as requested; and
- (g) Provide a contact information list for all Union representatives and District Apprenticeship Program representatives; and
- (h) Support local events and programs designed to recruit and develop adequate numbers of competent workers in the construction industry.

**ARTICLE 23
HELMETS TO HARDHATS**

Section 23.1 Veterans Entry into Building and Construction Trades. The Parties recognize a desire to facilitate the entry into the building and construction trades of veterans who are interested in careers in the building and construction industry. The Contractors and Unions agree to utilize the services of the Center for Military Recruitment, Assessment and Veterans Employment (hereinafter "Center") and the Center's "Helmets to Hardhats" program to serve as a resource for preliminary orientation, assessment and construction aptitude, referral to Apprenticeship Programs or hiring halls, counseling and mentoring, support network, employment opportunities and other needs as identified by the Parties.

Section 23.2 Integrated Database. The Unions and Contractors agree to coordinate with the Center to create and maintain an integrated database of veterans interested in working on this Covered Project and of apprenticeship and employment opportunities for this Covered Project.

In witness whereof the Parties have caused this Cerritos College Bond Construction Outreach Program Funded by Measure G Project Labor Agreement to be executed as of the date and year below stated.

Dated: _____, 2015

CERRITOS COMMUNITY COLLEGE DISTRICT



By: _____
Name: _____
Title: _____

Dated: _____, 2015

LOS ANGELES/ORANGE COUNTIES
BUILDING AND CONSTRUCTION TRADES
COUNCIL

By: _____
Name: Ron Miller
Title: Executive Secretary

EXHIBIT 1

MEASURE G PROJECTS

| | |
|-----------------------------------|----------------------|
| <u>Field House</u> | <u>\$ 11 Million</u> |
| <u>Health and Wellness Center</u> | <u>\$ 60 Million</u> |
| <u>Health Science</u> | <u>\$ 18 Million</u> |
| <u>Total</u> | <u>\$ 89 Million</u> |

ATTACHMENT A - LETTER OF ASSENT

To be signed by all Contractors awarded work covered by the Cerritos College Bond Construction Outreach Program Funded by Measure G Project Labor Agreement prior to commencing work.

[CONTRACTOR’S LETTERHEAD]

DATE

Project Labor Administrator
Address
Address
Address

Attention: _____

Re: Cerritos College Bond Construction Outreach Program Funded by Measure G Project Labor Agreement

Dear Sir:

This is to confirm [Name of Company] agrees to be party to and bound by the Cerritos College Bond Construction Outreach Program Funded by Measure G Project Labor Agreement (“Agreement”) effective _____, 20145 as such Agreement may from time to time be amended by the negotiating parties or interpreted pursuant to its terms. Such obligation to be a party and bound by this Agreement shall extend to all work covered by the Agreement undertaken by this Company on the Project pursuant to [Contract No. _____ and Name of Project/School], and this Company shall require all of its subcontractors of whatever tier to be similarly bound for all work within the scope of the Agreement by signing and furnishing to you an identical Letter of Assent prior to their commencement of work.

Sincerely,

[Name of Construction Company]

By:
[Name and Title of Authorized Executive]

Contractor’s State License No.: _____

[Copies of this Letter must be submitted to the Project Labor Administrator and to the Council consistent with Article 4, Section 4.4(b)]

ATTACHMENT B - CRAFT EMPLOYEE REQUEST FORM

TO THE CONTRACTOR: Please complete and fax this form to the applicable union to request craft workers that fulfill all hiring requirements for this project. A duplicate fax request is to be sent to the Project Labor Administrator. After faxing your request, please call the Local Union to verify receipt and substantiate their capacity to furnish workers as specified below. Please print your Fax Transmission Verification Reports and keep copies for your records.

The Cerritos College Bond Construction Outreach Program Funded by Measure G Project Labor Agreement sets the goal that

(A) Ten percent (10%) of all of the labor and craft positions shall be from qualified graduates or currently enrolled Apprentices of the District's Apprenticeship Programs (as defined in Section 2.1) ("District Students");

(B) 30% of all of the labor and craft positions shall be from qualified District Residents (as defined in Section 2.8) residing within the first tier list of U.S. Postal Service zip codes attached hereto as Attachment C. If 30% of the labor and craft positions are not filled by qualified District Residents then the outreach goal shall be expanded to include qualified Regional Residents (as defined in Section 2.13) residing within the second tier list of U.S. Postal Service zip codes attached hereto as Attachment C, so that a total of forty percent (40%) of the positions are filled by qualified District Students, District Residents and Regional Residents. If the Unions still have not provided the Employers in the attainment of a sufficient number of District Students, District Residents and Regional Residents, the Unions will then exert their best efforts to recruit and identify for referral qualified craft workers residing within Los Angeles and Orange Counties.

TO THE UNION: Please complete the "Union Use Only" section on the next page and fax this form back to the requesting Contractor. Be sure to retain a copy of this form for your records.

CONTRACTOR USE ONLY

To: Union Local # _____ Fax# () _____ Date: _____

Cc: Project Labor Coordinator

From: Company: _____ Issued By: _____

Contact Phone: () _____ Contact Fax: () _____

PLEASE PROVIDE ME WITH THE FOLLOWING UNION CRAFT WORKERS.

| Craft Classification (i.e., plumber, painter, etc.) | Journeyman or Apprentice | District Student, District Resident, Regional Resident or General Dispatch | Number of workers needed | Report Date | Report Time |
|---|--------------------------------|--|-----------------------------|----------------|----------------|
| | | | | | |
| | | | | | |
| | | | | | |
| TOTAL WORKERS REQUESTED = _____ | | | | | |

Please have worker(s) report to the following work address indicated below:

Project Name: _____ Site: _____ Address: _____

Report to: _____ On-site Tel: _____ On-site Fax:

Comment or Special Instructions:

UNION USE ONLY

| |
|--------------------------------------|
| Date dispatch request received: |
| Dispatch received by: |
| Classification of worker requested: |
| Classification of worker dispatched: |

| | | |
|-----------------------------|-----------|------------------------|
| Name: | | |
| Date worker was dispatched: | | |
| Is the worker referred a: | | (check all that apply) |
| Journeyman | Yes _____ | No _____ |
| Apprentice | Yes _____ | No _____ |
| Student | Yes _____ | No _____ |

WORKER REFERRED

| | | |
|---------------------------------------|-----------|----------|
| District Resident | Yes _____ | No _____ |
| Regional Resident | Yes _____ | No _____ |
| Los Angeles or Orange County Resident | Yes _____ | No _____ |
| General Dispatch | Yes _____ | No _____ |

[This form is not intended to replace a Local Union's Dispatch or Referral Form normally given to the employee when being dispatched to the jobsite.]

ATTACHMENT C

ZIP CODES

15 Miles from District Boundary

| | | | |
|-------|-------|-------|-------|
| 90001 | 90046 | 90274 | 91030 |
| 90002 | 99047 | 90275 | 91046 |
| 90003 | 90048 | 90277 | 91101 |
| 90004 | 90056 | 90278 | 91103 |
| 90005 | 90057 | 90280 | 91104 |
| 90006 | 90058 | 90292 | 91105 |
| 90007 | 90059 | 90293 | 91106 |
| 90008 | 90061 | 90301 | 91107 |
| 90010 | 90062 | 90302 | 91108 |
| 90011 | 90063 | 90303 | 91201 |
| 90012 | 90064 | 90605 | 91202 |
| 90013 | 90065 | 90606 | 91203 |
| 90014 | 90066 | 90620 | 91204 |
| 90015 | 90068 | 90621 | 91205 |
| 90016 | 90069 | 90623 | 91206 |
| 90017 | 90071 | 90630 | 91775 |
| 90018 | 90079 | 90631 | 91776 |
| 90019 | 90089 | 90638 | 91780 |
| 90020 | 90090 | 90640 | 91789 |
| 90021 | 90094 | 90650 | 91790 |
| 90022 | 90201 | 90660 | 91791 |
| 90023 | 90211 | 90670 | 91792 |
| 90026 | 90220 | 90680 | 91801 |
| 90027 | 90221 | 90701 | 91803 |
| 90028 | 90222 | 90703 | 92267 |
| 90029 | 90230 | 90706 | 92606 |
| 90031 | 90232 | 90710 | 92614 |
| 90032 | 90240 | 90712 | 92626 |
| 90033 | 90241 | 90713 | 92627 |
| 90034 | 90242 | 90715 | 92646 |
| 90035 | 90245 | 90716 | 92647 |
| 90036 | 90247 | 90717 | 92648 |
| 90037 | 90248 | 90720 | 92649 |
| 90038 | 90249 | 91001 | 92655 |
| 90039 | 90250 | 91006 | 92660 |
| 90040 | 90254 | 91007 | 92663 |
| 90041 | 90255 | 91010 | 92683 |
| 90042 | 90260 | 91011 | 92701 |
| 90043 | 90262 | 91016 | 92845 |
| 90044 | 90266 | 91020 | 92861 |
| 90045 | 90270 | 91024 | 92865 |

92866
92867
92868
92869
92870
92886
92887
93043
93067
93101
93524

25 Miles from District Boundary

| | | | |
|-------|-------|-------|-------|
| 90001 | 90037 | 90201 | 90301 |
| 90002 | 99038 | 90210 | 90302 |
| 90003 | 90039 | 90211 | 90303 |
| 90004 | 90040 | 90212 | 90401 |
| 90005 | 90041 | 90220 | 90402 |
| 90006 | 90042 | 90221 | 90403 |
| 90007 | 90043 | 90222 | 90404 |
| 90008 | 90044 | 90230 | 90405 |
| 90010 | 90045 | 90232 | 90605 |
| 90011 | 90046 | 90240 | 90606 |
| 90012 | 90047 | 90241 | 90620 |
| 90013 | 90048 | 90242 | 90621 |
| 90014 | 90049 | 90245 | 90623 |
| 90015 | 90056 | 90247 | 90630 |
| 90016 | 90057 | 90248 | 90631 |
| 90017 | 90058 | 90249 | 90638 |
| 90018 | 90059 | 90250 | 90640 |
| 90019 | 90061 | 90254 | 90650 |
| 90020 | 90062 | 90255 | 90660 |
| 90021 | 90063 | 90260 | 90670 |
| 90022 | 90264 | 90262 | 90680 |
| 90023 | 90265 | 90263 | 90701 |
| 90024 | 90066 | 90265 | 90703 |
| 90025 | 90067 | 90266 | 90706 |
| 90026 | 90068 | 90270 | 90710 |
| 90027 | 90069 | 90272 | 90712 |
| 90028 | 90071 | 90274 | 90713 |
| 90029 | 90073 | 90275 | 90715 |
| 90031 | 90077 | 90277 | 90716 |
| 90032 | 90079 | 90278 | 90717 |
| 90033 | 90089 | 90280 | 90720 |
| 90034 | 90090 | 90291 | 91001 |
| 90035 | 90094 | 90292 | 91006 |
| 90036 | 90095 | 90293 | 91007 |

| | | |
|-------|-------|-------|
| 91008 | 91608 | 92655 |
| 91010 | 91701 | 92656 |
| 91011 | 91708 | 92657 |
| 91016 | 91710 | 92660 |
| 91020 | 91711 | 92661 |
| 91024 | 91730 | 92662 |
| 91030 | 91741 | 92663 |
| 91040 | 91750 | 92676 |
| 91042 | 91752 | 92679 |
| 91046 | 91759 | 92683 |
| 91101 | 91761 | 92701 |
| 91103 | 91762 | 92782 |
| 91104 | 91763 | 92845 |
| 91105 | 91764 | 92860 |
| 91106 | 91767 | 92861 |
| 91107 | 91775 | 92865 |
| 91108 | 91776 | 92866 |
| 91201 | 91780 | 92867 |
| 91202 | 91784 | 92868 |
| 91203 | 91786 | 92869 |
| 91204 | 91789 | 92870 |
| 91205 | 91790 | 92879 |
| 91206 | 91791 | 92880 |
| 91214 | 91792 | 92881 |
| 91316 | 91801 | 92882 |
| 91331 | 91803 | 92886 |
| 91342 | 92267 | 92887 |
| 91352 | 92602 | 93043 |
| 91356 | 92603 | 93067 |
| 91401 | 92604 | 93101 |
| 91402 | 92606 | 93524 |
| 91403 | 92610 | 93550 |
| 91405 | 92612 | |
| 91406 | 92614 | |
| 91411 | 92617 | |
| 91423 | 92618 | |
| 91436 | 92620 | |
| 91501 | 92625 | |
| 91502 | 92626 | |
| 91504 | 92627 | |
| 91505 | 92630 | |
| 91506 | 92637 | |
| 91601 | 92646 | |
| 91602 | 92647 | |
| 91604 | 92648 | |
| 91605 | 92649 | |
| 91606 | 92651 | |
| 91607 | 92653 | |

ATTACHMENT D - DRUG AND ALCOHOL TESTING POLICY

**LOS ANGELES/ORANGE COUNTIES
BUILDING AND CONSTRUCTION TRADES COUNCIL
APPROVED
DRUG AND ALCOHOL TESTING POLICY**

The Parties recognize the problems which drug and alcohol abuse have created in the construction industry and the need to develop drug and alcohol abuse prevention programs. Accordingly, the Parties agree that in order to enhance the safety of the work place and to maintain a drug and alcohol free work environment, individual Employers may require applicants or employees to undergo drug and alcohol testing.

1. It is understood that the use, possession, transfer or sale of illegal drugs, narcotics, or other unlawful substances, as well as being under the influence of alcohol and the possession or consuming alcohol is absolutely prohibited while employees are on the Employer's job premises or while working on any jobsite in connection with work performed under the Project Labor Agreement ("PLA").

2. No Employer may implement a drug testing program which does not conform in all respects to the provisions of this Policy.

3. No Employer may implement drug testing at any jobsite unless written notice is given to the Union setting forth the location of the jobsite, a description of the project under construction, and the name and telephone number of the Project Supervisor. Said notice shall be addressed to the office of each Union signing the PLA. Said notice shall be delivered in person or by registered mail before the implementation of drug testing. Failure to give such notice shall make any drug testing engaged in by the Employer a violation of the PLA, and the Employer may not implement any form of drug testing at such jobsite for the following six months.

4. An employer who elects to implement drug testing pursuant to this Agreement shall require all employees on the Project to be tested. With respect to individuals who become employed on the Project subsequent to the proper implementation of this drug testing program, such test shall be administered upon the commencement of employment on the project, whether by referral from a Union Dispatch Office, transfer from another project, or another method. Individuals who were employed on the project prior to the proper implementation

of this drug testing program may only be subjected to testing for the reasons set forth in Paragraph 5(f) (1) through 5(f) (3) of this Policy. Refusal to undergo such testing shall be considered sufficient grounds to deny employment on the project.

5. The following procedure shall apply to all drug testing:

a. The Employer may request urine samples only. The applicant or employee shall not be observed when the urine specimen is given. An applicant or employee, at his or her sole option, shall, upon request, receive a blood test in lieu of a urine test. No employee of the Employer shall draw blood from a bargaining unit employee, touch or handle urine specimens, or in any way become involved in the chain of custody of urine or blood specimens. A Union Business Representative, subject to the approval of the individual applicant or employee, shall be permitted to accompany the applicant or employee to the collection facility to observe the collection, bottling, and sealing of the specimen.

b. The testing shall be done by a laboratory approved by Substance Abuse & Mental Health Services Administration (SAMHSA), which is chosen by the Employer and the Union.

c. An initial test shall be performed using the Enzyme Multiplied Immunoassay Technique (EMZT). In the event a question or positive result arises from the initial test, a confirmation test must be utilized before action can be taken against the applicant or employee. The confirmation test will be by Gas Chromatography Mass Spectrometry (GC/MS). Cutoff levels for both the initial test and confirmation test will be those established by SAMHSA. Should these SAMHSA levels be changed during the course of this Agreement or new testing procedures are approved, then these new regulations will be deemed as part of this existing Agreement. Confirmed positive samples will be retained by the testing laboratory in secured long-term frozen storage for a minimum of one year. Handling and transportation of each sample must be documented through strict chain of custody procedures.

d. In the event of a confirmed positive test result the applicant or employee may request, within forty-eight (48) hours, a sample of his/her specimen from the testing laboratory for purposes of a second test to be performed at a second laboratory, designated by the Union and approved by ~~NDA~~ SAMHSA. The retest must be performed within ten (10) days of the request. Chain of custody for this sample shall be maintained by the Employer between the original testing laboratory and the Union's designated laboratory. Retesting shall be performed at

the applicant's or employee's expense. In the event of conflicting test results the Employer may require a third test.

e. If, as a result of the above testing procedure, it is determined that an applicant or employee has tested positive, this shall be considered sufficient grounds to deny the applicant or employee his/her employment on the Project.

f. No individual who tests negative for drugs or alcohol pursuant to the above procedure and becomes employed on the Project shall again be subjected to drug testing with the following exceptions:

1. Employees who are involved in industrial accidents resulting in damage to plant, property or equipment or injury to him/herself or others may be tested pursuant to the procedures stated hereinabove.

2. The Employer may test employees following thirty (30) days advance written notice to the employee(s) to be tested and to the applicable Union. Notice to the applicable Union shall be as set forth in Paragraph 3 above and such testing shall be pursuant to the procedures stated hereinabove.

3. The Employer may test an employee where the Employer has reasonable cause to believe that the employee is impaired from performing his/her job. Reasonable cause shall be defined as exhibiting aberrant or unusual behavior, the type of which is a recognized and accepted symptom of impairment (i.e., slurred speech, unusual lack of muscular coordination, etc.). Such behavior must be actually observed by at least two persons, one of whom shall be a Supervisor who has been trained to recognize the symptoms of drug abuse or impairment and the other of whom shall be the job steward. If the job steward is unavailable or there is no job steward on the project the other person shall be a member of the applicable Union's bargaining unit. Testing shall be pursuant to the procedures stated hereinabove. Employees who are tested pursuant to the exceptions set forth in this paragraph and who test positive will be removed from the Employer's payroll.

g. Applicants or employees who do not test positive shall be paid for all time lost while undergoing drug testing. Payment shall be at the applicable wage and benefit rates set forth in the applicable Union's Master Labor Agreement. Applicants who have been dispatched from the Union and who are not put to work pending the results of a test will be paid waiting time until such time as they are put to work. It is understood that an applicant must pass the test as a

condition of employment. Applicants who are put to work pending the results of a test will be considered probationary employees.

6. The employers will be allowed to conduct periodic job site drug testing on the Project under the following conditions:

a. The entire jobsite must be tested, including any employee or subcontractor's employee who worked on that project three (3) working days before or after the date of the test;

b. Jobsite testing cannot commence sooner than thirty (30) days after start of the work on the Project;

c. Prior to start of periodic testing, a business representative will be allowed to conduct an educational period on company time to explain periodic jobsite testing program to affected employees;

d. Testing shall be conducted by a SAMHSA certified laboratory, pursuant to the provisions set forth in Paragraph 5 hereinabove.

e. Only two periodic tests may be performed in a twelve month period.

7. It is understood that the unsafe use of prescribed medication, or where the use of prescribed medication impairs the employee's ability to perform work, is a basis for the Employer to remove the employee from the jobsite.

8. Any grievance or dispute which may arise out of the application of this Agreement shall be subject to the grievance and arbitration procedures set forth in the PLA.

9. The establishment or operation of this Policy shall not curtail any right of any employee found in any law, rule or regulation. Should any part of this Agreement be found unlawful by a court of competent jurisdiction or a public agency having jurisdiction over the parties, the remaining portions of the Agreement shall be unaffected and the parties shall enter negotiations to replace the affected provision.

10. Present employees, if tested positive, shall have the prerogative for rehabilitation program at the employee's expense. When such program has been

successfully completed the Employer shall not discriminate in any way against the employee. If work for which the employee is qualified exists he/she shall be reinstated.

11. The Employer agrees that results of urine and blood tests performed hereunder will be considered medical records held confidential to the extent permitted or required by law. Such records shall not be released to any persons or entities other than designated Employer representatives and the applicable Union. Such release to the applicable Union shall only be allowed upon the signing of a written release and the information contained therein shall not be used to discourage the employment of the individual applicant or employee on any subsequent occasion.

12. The Employer shall indemnify and hold the Union harmless against any and all claims, demands, suits, or liabilities that may arise out of the application of this Agreement and/or any program permitted hereunder.

13. Employees who seek voluntary assistance for substance abuse may not be disciplined for seeking such assistance. Requests from employees for such assistance shall remain confidential and shall not be revealed to other employees or management personnel without the employee's consent. Employees enrolled in substance abuse programs shall be subject to all Employer rules, regulations and job performance standards with the understanding that an employee enrolled in such a program is receiving treatment for an illness.

14. This Memorandum, of Understanding shall constitute the only Agreement in effect between the parties concerning drug and alcohol abuse, prevention and testing. Any modifications thereto must be accomplished pursuant to collective bargaining negotiations between the parties.

DRUG ABUSE PREVENTION AND DETECTION

APPENDIX A

CUTOFF LEVELS

| DRUG | SCREENING METHOD | SCREENING LEVEL ** | CONFIRMATION METHOD | CONFIRMATION LEVEL |
|---------------------|------------------|--------------------|---------------------|--------------------|
| Alcohol | EMIT | 0.02% | CG/MS | 0.02% |
| Amphetamines | EMIT | 1000 ng/ml* | CG/MS | 500 ng/ml* |
| Barbiturates | EMIT | 300 ng/ml | CG/MS | 200 ng/ml |
| Benzodiazepines | EMIT | 300 ng/ml | CG/MS | 300 ng/ml |
| Cocaine | EMIT | 300 ng/ml* | CG/MS | 150 ng/ml* |
| Methadone | EMIT | 300 ng/ml | CG/MS | 100 ng/ml |
| Methaqualone | EMIT | 300 ng/ml | CG/MS | 300 ng/ml |
| Opiates | EMIT | 32000 ng/ml* | CG/MS | 32000 ng/ml* |
| PCP (Phencyclidine) | EMIT | 25 ng/ml* | CG/MS | 25 ng/ml* |
| THC (Marijuana) | EMIT | 1050 ng/ml* | CG/MS | 15 ng/ml* |
| Propoxyphene | EMIT | 300 ng/ml | CG/MS | 100 ng/ml |

* SAMHSA specified threshold

** A sample reported positive contains the Indicated drug at or above the cutoff level for that drug. A negative sample either contains no drug or contains a drug below the cutoff level.

EMIT - Enzyme Immunoassay

CC/MS - Gas Chromatography/Mass Spectrometry

SIDE LETTER OF AGREEMENT
TESTING POLICY FOR DRUG ABUSE

It is hereby agreed between the parties hereto that an Employer who has otherwise properly implemented drug testing, as set forth in the Testing Policy for Drug Abuse, shall have the right to offer an applicant or employee a "quick" drug screening test. This "quick" screen test shall consist either of the "ICUP" urine screen or similar test or an oral screen test. The applicant or employee shall have the absolute right to select either of the two "quick" screen tests, or to reject both and request a full drug test.

An applicant or employee who selects one of the quick screen tests, and who passes the test, shall be put to work immediately. An applicant or employee who fails the "quick" screen test, or who rejects the quick screen tests, shall be tested pursuant to the procedures set forth in the Testing Policy for Drug Abuse. The sample used for the "quick" screen test shall be discarded immediately upon conclusion of the test. An applicant or employee shall not be deprived of any rights granted to them by the Testing Policy for Drug Abuse as a result of any occurrence related to the "quick" screen test.

**ATTACHMENT D
LIST OF ARBITRATORS**

To be attached (waiting for Tilden Coil to provide list)