EXHIBIT J

COMMUNITY REDEVELOPMENT AGENCY OF
THE CITY OF LOS ANGELES

CRA/LA
BUILDING COMMUNITIES

PROJECT LABOR AGREEMENT (PLA)

WITH

LOS ANGELES/ORANGE COUNTIES
BUILDING AND CONSTRUCTION TRADES COUNCIL
Affiliated with the Building & Construction Trades Department (AFL/CIO)
Craft International Unions and any other craft labor Unions signatory to this Agreement
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PROJECT LABOR AGREEMENT
CITY OF LOS ANGELES COMMUNITY REDEVELOPMENT AGENCY

INTRODUCTION AND FINDINGS

The Covered Projects covered by this Project Labor Agreement are those so defined by the provisions of Section II of the Construction Careers and Project Stabilization Policy of the Community Redevelopment Agency of the City of Los Angeles ("CRA/LA").

The purpose of this Project Labor Agreement ("Agreement") is to promote efficiency of construction operations during the construction of the Covered Project(s) and provide for orderly settlement of labor disputes and grievances without strikes or lockouts, thereby promoting the public interest in assuring the timely and economical completion of the Covered Project(s).

This Agreement incorporates by reference the terms of the CRA/LA Local Hiring Agreement, which govern all construction work on the Covered Project. The Local Hiring Requirements implements the Community Redevelopment Agency of the City of Los Angeles' ("CRA/LA") Construction Careers and Project Stabilization Policy ("Policy"), which are applicable to the Covered Project as a result of this Agreement.

WHEREAS, the successful completion of the Covered Project(s) are of the utmost importance to the CRA/LA and the general public in the City of Los Angeles; and

WHEREAS, large numbers of workers of various skills will be required in the performance of the construction work, including those to be represented by the Unions affiliated with the Los Angeles/Orange Counties Building and Construction Trades Council and any other craft labor organization which is signatory to this Agreement,
employed by contractors and subcontractors who are signatory to agreements with said labor organizations; and

WHEREAS, it is recognized that on project(s) of this magnitude 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 interests of the general public, the City of Los Angeles, the CRA/LA, the Unions and Contractors would be best served if the construction work proceeded in an orderly manner without disruption because of strikes, sympathy strikes, work stoppages, picketing, lockouts, slowdowns or other interferences with work; and

WHEREAS, the Contractors and the Unions desire to mutually establish and stabilize wages, hours and working conditions for the workers employed on the Covered Project(s) by the Contractors, and further, to encourage close cooperation among the Contractors, and the Unions to the end that a satisfactory, continuous and harmonious relationship will exist among the Parties to this Agreement; and

WHEREAS, this Agreement is not intended to replace, interfere with, abrogate, diminish, or modify existing local or national collective bargaining agreements in effect during the duration of the Covered Project(s), except to the extent that the provisions of this Agreement are inconsistent with said collective bargaining agreements, in which event, the provisions of this Agreement shall prevail; and further, it is understood that General contractors and each sub-contractor are bound and shall remain bound, for the duration of each Covered Project, by the terms of this Agreement and the applicable local and national collective bargaining agreements for the craft work performed.
established between the signatory Unions and Contractors, in effect and covering the area of this Covered Project; and

WHEREAS, the contractors for the construction of the Covered Project will be awarded in accordance with the applicable provisions of the CRA/LA Administrative Policies and Procedures; and

WHEREAS, the Agreement is not intended to have an adverse impact on the policy of the City of Los Angeles to maximize business opportunities for minority and women businesses in the CRA/LA contracts; and

WHEREAS, the CRA/LA has the absolute right to select the lowest and best regular responsible bidder for the award of construction contracts on the Covered Project; and

WHEREAS, the Parties signatory to this Agreement pledge their full good faith and trust to work towards a mutually satisfactory completion of the Covered Project;

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

ARTICLE I

DEFINITIONS

1.1 "Agreement" is defined as this Project Labor Agreement.

1.2 "Apprentice" is defined as an employee performing work covered by this Agreement who is indentured in an apprenticeship program as referenced in Section 7.11 below.

1.3 "Board" is defined as the CRA/LA’s Board of Commissioners.

CRA/LA PLA
1.4 "City" is defined as the City of Los Angeles.

1.5 "Committee" is defined as Joint Administrative Committee as described in Article XII of this Agreement.

1.6 "Community Area Resident" is defined as an individual whose primary place of residence is in the City of Los Angeles and is within the CRA/LA determined project impact area, typically bounded by a 3-mile radius of the Project Area in which the Covered Project is located.

1.7 "Construction contract" is defined as all contracts, and which are necessary to complete the Covered Project(s); or for construction to be performed on a development project.

1.8 "Contractor" is defined as any individual firm, partnership, owner operator, or corporation, or combination thereof, including joint ventures, which is an independent business enterprise, and which is properly licensed for the work intended, and has entered into a contract or CRA/LA Agreement with the CRA/LA or any of its contractors or subcontractors/owner operators of any tier, with respect to the construction of any part of the Covered Project. For purposes of this Agreement the term "Contractor" shall also include a Developer as defined in Section 1.14.

1.9 "Core Worker" is defined as an employee who appears on the Contractor's active payroll for 60 of the 100 working days before award of the construction contract.

1.10 "Covered Projects" is defined as development projects subject to this Agreement as described in ARTICLE II.

1.11 "CRA/LA" is defined as the Community Redevelopment Agency of the City of Los Angeles, State of California.
1.12 "CRA/LA Agreement" is defined as any Board-approved agreement for the development of a project within a redevelopment project area or as allowed by law elsewhere in the City. A CRA/LA Agreement includes, without limitation, a Disposition and Development Agreement, Owner Participation Agreement, Master Agreement for the Development of Property, Loan Agreement, Ground Lease Agreement, and similar agreements.

1.13 "CRA/LA Investment" is defined as financial assistance provided by the CRA/LA to a Developer, expressly articulated or identified in writing by the CRA/LA. CRA/LA Investment shall include, but not be limited to: Grants (defined below); rent subsidies or reductions; Qualifying Loans (defined below); loan forgiveness; CRA/LA-approved bond financing (excluding conduit bond financing); a sale or lease of CRA/LA-assembled land for less than its fair market value (i.e., a “land write-down”), except to the extent necessary for the development of an Affordable Housing Project on such land; contingent obligations taken on by the CRA/LA such as any guaranty or pledge of CRA/LA funds; and CRA/LA fee reduction or fee waiver. None of the following shall be considered a "CRA/LA Investment" for purposes of this Policy: a loan on terms comparable to those achievable outside the CRA/LA; the sale or lease of CRA/LA-assembled land for less than its fair market value to the extent such land write-down is necessary for the development of an Affordable Housing Project on such land; a variation of less than 50,000 square feet, a Transfer of Floor Area Rights in excess of 50,000 square feet, or other discretionary approvals from the CRA/LA; nor CRA/LA staff or financial planning assistance.
1.14 "Developer" is defined as a person, firm, partnership, limited liability company, corporation, joint venture, proprietorship, trust, association, or other entity entering into a CRA/LA Agreement with the CRA/LA.

1.15 "Disadvantaged Worker" is defined as an individual whose primary place of residence is within the City and who, prior to commencing work on a Covered Project, either (a) has a household income of less than 50% of the AMI or (b) faces at least one of the following barriers to employment: being homeless; being a custodial single parent; receiving public assistance; lacking a GED or high school diploma; having a criminal record or other involvement with the criminal justice system; or suffering from chronic unemployment.

1.16 "Engineer" is defined as the City Engineer of the City of Los Angeles or its authorized representative.

1.17 "Floor Area" is defined as the area in square feet confined within the exterior walls of a building, but not including the area of the following: exterior walls, stairways, shafts, rooms housing building-operating equipment or machinery, parking areas with associated driveways and ramps, space for the landing and storage of helicopters, and basement storage areas, as defined in accordance with Section 12.03 of the Zoning Code, City of Los Angeles Department of Building and Safety. In computing the total floor area within a building, the gross area confined within the exterior walls within a building shall be considered as the floor area of that floor of the building, except for the space devoted to stairways, elevator shafts, light courts, rooms housing mechanical equipment incidental to the operating of buildings, and outdoor eating areas of ground floor restaurants, as defined in Section 12.21 1-A(5) of the Zoning Code.
1.18 "Jobs Coordinator" is defined as an independent third-party individual or entity with whom the Developer, the Contractor, or the CRA/LA enters into a contract to facilitate implementation of the Local Hiring Requirements established pursuant to this Policy.

1.19 "Letter of Assent" is defined as agreement acceptance letters by all Subcontractors/ Employer(s) or Owner Operators.

1.20 "Local Resident" is defined as an individual whose primary place of residence is within the City and is within the zip code containing at least part of one census tract with a rate of unemployment in excess of 150% of the Los Angeles County unemployment rate, as reported by the State of California Employment Development Department at the commencement of the Covered Project (see Attachment D).

1.21 "Plan" is defined as the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry as described in Article XIV of this Agreement.

1.22 "Policy" is defined as the Construction Careers and Project Stabilization Policy of the CRA/LA.

1.23 "Project Work" is defined as work performed in construction of a Covered Project.

1.24 "Public Improvements Contract" is defined as a contract awarded by the CRA/LA for construction of improvements that serve a public purpose (including, but not limited to, construction of sidewalks, curbs, gutters, sewers, street lights, recreation centers of facilities, public open space and parking structures and lots) and that will be publicly owned, either by the CRA/LA or by another governmental entity.

1.25 "Trades Council" is defined as Los Angeles/Orange Counties Building and
1.26 "Union(s)" or "Signatory Unions" is defined as the Los Angeles/Orange Counties Building and Construction Trades Council affiliated with the Building & Construction Trades Department (AFL/CIO) Craft International Unions and any other craft labor organization 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.

ARTICLE II

SCOPE OF AGREEMENT

2.1 Parties: The Agreement shall apply and is limited to all Contractors performing construction on the Covered Projects, the CRA/LA, and the Unions.

2.2 The Agreement shall apply to all Covered Projects and construction contracts approved by the Board and which are covered by the provisions of Section II of the Policy, which provide as follows.

(1) Covered Projects include development projects in the following categories, excluding projects excepted from coverage under Section (2), below.

(a) Public Improvements Contracts with a CRA/LA award amount equal to or greater than $500,000;

(b) Proposed development projects that will be constructed on CRA/LA-owned real property under a CRA/LA Agreement;

(c) Proposed development projects for which the Developer will receive CRA/LA Investment totaling in the aggregate of $1,000,000 or more.
(2) The following projects shall not constitute Covered Projects:

(a) Development projects including fewer than 75 units of housing or fewer than 50,000 square feet of non-residential Floor Area. However, development projects including both housing and non-residential space shall be Covered Projects if either component equals or exceeds 75 units of housing or 50,000 square feet of non-residential Floor Area.

(b) Public Improvement or development projects, if exclusion from a local hiring program is required by applicable law or regulation.

The CRA/LA has the absolute right to combine, consolidate or cancel contracts or portions of contracts identified as part of the Covered Project. Should the CRA/LA remove any contract from the Covered Project and thereafter authorize that construction work be commenced on the contract, the contract may, at the election of the Board, be performed under the terms of the Agreement.

2.3 Project Labor Disputes: The provisions of this Agreement, including the Schedule A Agreements, (which are the local collective bargaining agreements of the signatory Unions having jurisdiction over the work on the Covered Project, as such may be changed from time-to-time and which are incorporated herein by reference) shall apply to the work covered by this Agreement. It is understood that this is a self-contained, stand alone, Agreement and that by virtue of having become bound to this Project Agreement, neither the Prime Contractor nor the Contractor will be obligated to sign any other local, area, or national agreement. It is further agreed that, where there is conflict, the terms and conditions of this Agreement shall supersede and override terms
and conditions of any and all other national, area, or local collective bargaining agreements (Schedule A Agreements) except for all work performed under the NTL Articles of Agreement, the National Stack/Chimney Agreement, the National Cooling Tower Agreement, all instrument calibration work and loop checking shall be performed under the terms of the UA/IBEW Joint National Agreement for Instrument and control systems Technicians, and the National Agreement of the International Union of Elevator Constructors, with the exception of Article IV (Work Stoppages, Strikes, Sympathy Strikes and Lockouts), Article XIII (Grievance and Arbitration Procedure) and Article XIV (Jurisdictional Disputes) of this Agreement, which shall apply to such work. All disputes relating to the interpretation or application of this Agreement shall be subject to resolution by the grievance arbitration procedure set forth in Article XIII of this Agreement. Where a subject is covered by a provision in a Schedule A Agreement and not covered by this Agreement, the provision of the Schedule A Agreement shall prevail. Any dispute as to the applicable source between this Agreement and any Schedule A Agreement for determining the wages, hours of working conditions of employees on this Covered Project shall be resolved under the grievance procedures established in this Agreement.

2.4 Exclusions:

(1) The Agreement shall be limited to construction work on the Covered Project which is approved by the Board, and is not intended to, and shall not apply to any construction work commenced at any time prior to the effective date, or after the expiration or termination of the Agreement, or on other CRA/LA projects, except that agreement shall continue to apply to a covered project until such covered project is
accepted. The application of the Agreement to the covered project shall cease:

(a) when a Notification of Release of Obligation to Contractor is issued by CRA/LA upon completion of Public Improvement Contracts;

(b) when a Certificate of Completion is issued by CRA/LA upon completion of development projects on CRA/LA-owned real property under a CRA/LA Agreement; or

(c) when a Certificate of Completion is issued by CRA/LA upon completion of development projects for which Developer receives CRA/LA Investment totaling in the aggregate of $1,000,000 or more.

(2) The Agreement is not intended to, and shall not, affect or govern the award of contracts by the Board, which are outside the approved scope of the Covered Project(s).

(3) The Agreement is not intended to, and shall not, affect the operation or maintenance of any CRA/LA facilities whether related or not to Covered Projects.

(4) The Agreement shall not apply to a Contractor's executives, managerial employees, engineering employees, supervisors (except those covered by Schedule A collective bargaining agreements), office and clerical employees, or any other employee not performing construction craftwork.

Notwithstanding the foregoing, it is understood and agreed that Building/Construction Inspector and Field Soils and Material Testers (inspectors) are a covered craft under this Agreement. This inclusion applies to the scope of work defined in the State of California Wage Determination for that Craft. Every Inspector performing under the wage classification of Building/Construction Inspector and Field Soils and Material Tester under a professional services agreement or a construction contract shall
be bound to all applicable requirements of this Agreement. Notwithstanding the provisions of this sub-section, the CRA/LA may engage consultants for limited periods of time in the event of an urgent need for specialized inspection services. The CRA/LA must provide prior notice to the union that despite good faith efforts, it is unable to obtain qualified inspector(s) under the provisions of this Agreement. Such engagement shall be only to meet immediate and limited needs until such qualified inspectors working under the Agreement are available.

(5) The Agreement shall not apply to material suppliers or delivery by any means of material, supplies, or equipment required to any point of delivery.

ARTICLE III

EFFECT OF AGREEMENT

3.1 By executing the Agreement, the Unions and the CRA/LA agree to be bound by each and all of the provisions of the Agreement.

3.2 By entering into a CRA/LA agreement with the CRA/LA as a Contractor, each Contractor agrees to be bound by each and every provision of the Agreement.

3.3 At the time that any Contractor enters into a subcontract with any subcontractor providing for the performance of construction for a Covered Project, 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. See Attachment "A" for a sample Letter of Assent. Further, Contractors not signatory to the established Labor/Management Trust Fund Agreements, as described in the Schedule A Agreement(s) for the craft
workers in their employ, shall sign a "subscription agreement" with the appropriate Labor/Management Trust Funds covering the work performed under this agreement before work is commenced on the Covered Project.

3.4 This Agreement shall only be binding on the signatory Contractors hereto and shall not apply to the parents, affiliates, subsidiaries, or other ventures of any Contract prior to the execution of this Agreement.

ARTICLE IV

WORK STOPPAGES, STRIKES, SYMPATHY STRIKES AND LOCKOUTS

4.1 The Unions, CRA/LA and Contractors agree:

(1) During the existence of this Agreement, there shall be no strike, sympathy strike, picketing, hand billing, slowdown, withholding of work, refusal to work, lockout, sick-out, walk-off, sit-down, stand-in, wobble, boycott, or other work stoppage, disruption, advising the public that a labor dispute exists, or other impairment of any kind for any reason by the Unions or employees employed on the Covered Project, at the job site of the Covered Project, or at any other project site or facility of the CRA/LA because of a dispute on this Covered Project.

(2) As to employees employed on the Covered Project, there shall be no lockout of any kind by any Contractor covered by the Agreement. The Contractor may lay off employees for lack of work or delay of work on the Covered Project.

(3) The Unions agree that they will not sanction in any way any picket line or other impairment of the work on the Covered Project and will affirmatively take all measures necessary to effectively induce their respective members to cross any and all picket lines and report for work as scheduled and that responsible representatives of the
Unions who are employed on the Covered Project will also do so themselves.

(4) 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:

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

(ii) fails to make timely payments to the Union's Labor/Management Trust Funds in accordance with the provisions of the applicable Schedule A Agreements.

(iii) Prior to withholding its members services for the Contractor's failure to make timely payments to the Union's 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 the Prime Contractor. Union will meet within the ten day period to attempt to resolve the dispute.

(iv) 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.

4.2 Expiration of Local Agreements: If the Schedule A Agreement, or any local, regional, and other applicable collective bargaining agreements expire during the term of the Covered Project, the Union(s) agree that there shall be no work disruption of any kind as described in Section 4.1 above as a result of the expiration of any such agreement(s) having application on this Covered Project and/or failure of the involved
Parties to that agreement to reach a new contract. Terms and conditions of employment established and set for purposes of prevailing wage requirements under this Agreement at the time of bid shall remain established and set. Otherwise to the extent that such agreement does expire and the Parties to that agreement have failed to reach concurrence on a new contract, work will continue on the Covered Project on one of the following two (2) options, both of which will be offered by the Unions involved to the Contractors affected:

(1) Each of the Unions with a contract expiring must offer to continue working on the Covered 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 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 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.

(2) Each of the Unions with a contract expiring must offer to continue working on the Covered Project under all the terms of the expiring contract, including the wage rates and employer contribution rates to the employee benefit funds, if the Contractor affected by that expiring contract agrees to the following retroactivity provisions: if a new Schedule A Agreement, local, regional or other applicable labor agreement for the industry having application at the Covered 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 Contractor shall pay to its employees who performed
work covered by this Agreement at the Covered 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 Covered Project during the retroactive period. All Parties agree that such affected Contractors shall be solely responsible for any retroactive payment to its employees and that neither the Covered Project, nor the Board, nor the Board's designee, nor any other Contractor has any obligation, responsibility or liability whatsoever for any such retroactive payments or collection of any such retroactive payments, from any such Contractors.

(3) Some Contractors may elect to continue to work on the Covered Project under the terms of the interim agreement option offered under paragraph (1) above and other Contractors may elect to continue to work on the Covered Project under the retroactivity option offered under paragraph (2) above. To decide between the two options, Contractors will be given one week after the particular labor agreement has expired or one week after the Union has personally delivered to the Contractors in writing its specific offer of terms of the interim agreement pursuant to paragraph (1) above, which ever is the later date.

4.3 Expedited Arbitration will be utilized for all work stoppages and lockouts. In lieu of or in addition to any other action at law or equity, any party may institute the following procedure when a breach or violation of this Article IV is alleged to have occurred:

(1) The party invoking this procedure shall notify the permanent arbitrator next in sequence from the following list:
1. Joseph Gentile
2. Howard S. Block
3. Walter Daugherty
4. Wayne Estes
5. William Rule

The Parties agree these shall be the five permanent Arbitrators under this procedure. In the event that none of the five permanent Arbitrators are available for a hearing within 24 hours, the party invoking the procedure shall have the option of delaying until one of the five permanent Arbitrators is available or of asking the permanent Arbitrator that would normally hear the matter to designate an arbitrator to sit as a substitute Arbitrator for this dispute. If any of the permanent Arbitrators ask to be relieved from their status as a permanent Arbitrator, the Parties shall mutually select a new permanent Arbitrator from the following list of arbitrators:

1. John Kagel
2. Lionel Richman
3. Michael Rappaport

Selection shall be made by each party alternately striking from the foregoing list until one name remains who shall be the replacement permanent Arbitrator. Expenses incurred in arbitration shall be borne equally by the Union and the Contractor involved and the decision of the Arbitrator shall be final and binding on both Parties, provided, however, that the Arbitrator shall not have the authority to alter or amend or add to or delete from the provisions of this Agreement in any way. Notice to the Arbitrator shall be by the most expeditious means available, including by telephone and by facsimile or e-mail to the
party alleged to be in violation and to the Trades Council and involved local Union if a Union is alleged to be in violation.

(2) Upon receipt of said notice, the Arbitrator shall convene a hearing within twenty-four (24) hours if it is contended that the violation still exists.

(3) The Arbitrator shall notify the Parties by telephone and by facsimile or telegram of the place and time for the hearing. Notice shall be given to the individual Unions alleged to be involved; however, notice to the Trades Council shall be sufficient to constitute notice to the Unions for purposes of the arbitration being heard by the Arbitrator. 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 to attend said hearings shall not delay the hearing of evidence or the issuance of any decision by the Arbitrator.

(4) The sole issue at the hearing shall be whether or not a violation of Section 4.1 or 4.2 of this Article IV has in fact occurred. The Arbitrator shall have no authority to consider any matter of justification, explanation or mitigation of such violation or to award damages, which issue is reserved for court proceedings, if any. Similarly, conduct described in Section 4.1 or 4.2 carried out by Unions, not signatory to this Agreement, shall constitute violations of this Agreement by any Union signatory to this Agreement that is a sister Union, subsidiary Union, or parent of the offending non-signatory Union. The decision shall be issued in writing within three (3) hours after the close of the hearing, and may be issued without a written 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 decision. The Arbitrator may order cessation of
the violation of this Article and other appropriate relief and such decision shall be served on all Parties by hand or registered mail upon issuance.

(5) Such decision may be enforced by any Court of competent jurisdiction upon the filing of this Agreement and all other relevant documents referred to above in the following manner. Written notice of the filing of such enforcement proceedings shall be given to the other party. In the proceeding to obtain a temporary order enforcing the Arbitrator’s decision as issued under Section 4.2(4) 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 decision shall be served on all Parties by hand or delivered by registered mail.

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

(7) The fees and expenses incurred in arbitration shall be divided equally by the Parties, including Union(s) and the Contractor(s) involved.

4.4 The procedures contained in this Section 4.3 shall be applicable to alleged violations of Articles IV, IX, and XIV to the extent any conduct described in Section 4.1 or 4.2 occurs on the Covered Project. Disputes alleging violation of any other provision of this Agreement, including any underlying disputes alleged to be in justification, explanation, or mitigation of any violation of Section 4.1 or Articles IV, VIII, XI, XII, or XIII, shall be resolved under the applicable grievance adjudication procedures for these other Articles.
ARTICLE V
NO DISCRIMINATION

5.1 The Contractors and Unions agree not to engage in any form of discrimination on the ground of, or because of, race, religion, national origin, ancestry, sex, sexual orientation, age, physical handicap, marital status or medical condition.

ARTICLE VI
UNION SECURITY

6.1 The Contractors recognize the Unions as the sole and exclusive collective bargaining representative for all employees engaged in Project Work.

6.2 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 for the period during which they are performing on-site Project Work to the extent, as permitted by law, of rendering payment of the applicable monthly working dues and any non-initiation or application fees uniformly required for membership in the Union.

ARTICLE VII
REFERRAL

7.1 The Union(s) shall be the primary source of all craft labor employed on the Covered Project. However, in the event that a Contractor has his/her own core workforce, and wishes to employ such Core Workers to perform covered work, the
Contractor shall employ such Core Workers in accord with the provisions of this Article VII.

(1) An employee shall be considered a member of a Contractor’s core workforce for the purposes of this Article if the employee’s name appears on the Contractor’s active payroll for sixty (60) of the one hundred (100) working days before award of the construction contract. Prior to each Contractor performing any work on the Covered Project, each Contractor utilizing Core Workers, shall provide a list of his Core Workers to the CRA/LA Audits and Compliance Department. Upon request by any party to this Agreement or the CRA/LA Audits and Compliance Department or designee, the Contractor shall provide payroll records evidencing the core employee’s qualification as a core employee. The number of Core Workers on this Covered Project shall be governed by the following procedure: one (1) “Core” Worker shall be selected and one (1) employee from the hiring hall of the affected trade or craft and this process shall repeat until such Contractor’s requirements are met or until such Contractor has hired five (5) “Core” Workers for that craft and five (5) employees from the hiring hall, whichever occurs first. If such Contractor’s requirements are not met, such Contractor then shall hire, starting with the eleventh employee, the next ten (10) employees in the affected trade or craft exclusively from the hiring hall list, until such Contractor’s requirements are met. If such Contractor’s requirements are still not met, starting with the twenty-first employee, then one (1) “Core” Worker shall be selected and one (1) employee from the hiring hall of the affected trade or craft and this process shall repeat until such Contractor’s requirement are met or until such Contractor has hired five (5) additional “Core” Workers for that craft, whichever occurs first. Thereafter, all additional
employees in the affected trade or craft shall be hired exclusively from the hiring hall list.

(2) In the event of a reduction-in-force or layoff, such will take place in a manner to assure that the number of Core Workers in the affected craft does not exceed, at any time, the number of others working in that craft who were employed pursuant to other procedures available to the Contractor under this Agreement. This provision applies only to employees which were not working under the terms of a Schedule A Agreement at the time of their transfer to the work covered under this Agreement and is not intended to limit transfer provisions of the Schedule A Agreements of any Union.

7.2 Contractors shall be bound by and utilize the registration facilities and referral systems established or authorized by the signatory Unions when such procedures are not in violation of Federal law.

7.3 In the event that referral facilities maintained by the Unions are unable to fill the requisition of a Contractor for local workers within a forty eight (48) hour period after such requisition is made by the Contractor, the Contractor(s) will still exert their best efforts to meet the hiring goals listed in Section 7.6 below. Contractor must document all good faith efforts made to locate and hire Community Area and Local Residents, Apprentices and Disadvantaged Workers including but not limited to copies of facsimile transmittals (with fax confirmations that are date and time stamped) requesting employees to the Jobs Coordinator. In the event the Unions and the Jobs Coordinator are unable to fill the requisition of a Contractor, the Contractor shall be free to obtain work persons from any source but are still obligated to meet the local hiring requirements. Any employee(s) hired under this Section 7.3, as well as all other employees hired under this Article VII, shall be obligated to comply with the Union
Security provisions of this Agreement.

7.4 Unions will exert their best efforts to recruit sufficient numbers of skilled craft persons to fulfill the requirements of the Contractor. In recognition of the fact that the communities closest to the Covered Project will be impacted by the construction of the Covered Project, the Parties agree to support the development of increased numbers of construction workers from residents of these communities. Toward that end, the Unions agree to encourage and provide referrals and utilization of qualified workers residing in the target zip codes. The target zip codes identifying the three (3) mile radius for Community Area Residents for each particular project will be contained in the CRA/LA Covered Project contract for each project.

7.5 The Unions will exert their best efforts to recruit and identify Local Residents, residents of the City of Los Angeles residing in the targeted areas, Community Area Residents, and Disadvantaged Workers, and to assist such individuals in qualifying and becoming eligible for such apprenticeship programs. (See Attachment "D")

7.6 The Prime Contractor is responsible for ensuring that the following Local Hiring Requirements are met. For Covered Projects with a Developer, the Developer is jointly and severally responsible with the Contractor for ensuring that these requirements are met.

(1) The following percentages shall be attained for each Covered Project:

(a) 30% of total work hours by Community Area and Local Residents. A minimum of 30% of all hours of Project Work shall be performed by Community Area Residents and Local Residents, with priority given to Community Area Residents.
(b) 10% of total work hours by Disadvantaged Workers. A minimum of 10% of all hours of Project Work shall be performed by Disadvantaged Workers with less than 4000 hours of formal, indentured experience in the Unions at the time they commence Project Work. These hours may be applied towards the work hours minimums listed in Sections 7.6(1)(a) and 7.6(1)(c).

(c) Work Hours by Apprentices.

(i) During the first year of the term of this Agreement a minimum of 30% of all hours worked by construction Apprentices on all Covered Projects shall be performed by Community Area and Local Residents, with priority given to Community Area Residents.

(ii) During the second year of the term of this Agreement a minimum of 35% of all hours worked by construction Apprentices on all Covered Projects shall be performed by Community Area and Local Residents, with priority given to Community Area Residents.

(iii) During the third year of the term of this Agreement a minimum of 40% of all hours worked by construction Apprentices on all Covered Projects shall be performed by Community Area and Local Residents, with priority given to Community Area Residents.

(2) If the Developer or Contractor has not met or exceeded the local hire targets but has satisfied each element of the list of activities below, the Contractor may verify compliance through the following activities:
(a) Develop and submit CRA/LA-approved Local Hiring Schedule thirty (30) days before construction begins;

(b) Convene pre-bid and pre-construction meetings to educate construction manager and subcontractors about the Local Hiring Requirements and the goals of the Policy;

(c) Sign LHA/PLA and obtain Letters of Assent from each construction employer;

(d) Hire Jobs Coordinator;

(e) Regularly contact and document contacting of Jobs Coordinator;

(f) Use and document use of CRA/LA-approved craft request forms sent to both unions and Jobs Coordinator;

(g) Document appropriate waiting period for requested referrals and any lack of responses;

(h) Document reasons for not hiring referred candidates from target populations, if applicable; and

(i) Allow CRA/LA monitor Prompt and willing access to documentation of above activities.

(3) The employer retains authority in making individual hiring decisions.

(4) Hours worked by residents of states other than California shall not be included in calculation of total hours of Project Work for purposes of the percentage requirements set forth above.

7.7 The Disadvantaged Workers will be referred to the Unions by a Jobs Coordinator pre-qualified by the CRA/LA to perform construction jobs coordination and related
services. The Jobs Coordinator shall pre-screen any applicant prior to referral to the Unions. Drug screening will be a prerequisite to employment.

The following criteria will be used to identify the Disadvantaged Worker:

a. Household income below 50% of the median;

b. Being Homeless;

c. Receives Public Assistance;

d. History of involvement with the criminal justice system;

e. Suffers from chronic unemployment;

f. Custodial Single parent; and
g. Lack GED or high school diploma

For the applicant to qualify under this program, the Jobs Coordinator shall verify the presence of one of the above criteria and primary place of residence within the City.

7.8 The employers and the Unions 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 Employers 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 of construction aptitude, referral to apprenticeship programs or hiring halls, counseling and mentoring, support network, employment opportunities and other needs as identified by the Parties.

7.9 The Unions and Employers 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.
To the extent permitted by law, the Unions will give credit to such veterans for bona fide, provable past experience.

7.10 Contractors agree to use the Craft Request Form (See Attachment C) and the procedures written therein to request any and all workers from Unions, including workers qualified as Community Area and Local Residents, Disadvantaged, Community Area and Local Residents Apprentices, and/or general dispatch. The Unions agree to accept and utilize the Craft Request Form and the procedures written therein. Contractors and Unions agree to maintain copies of all Craft Request Forms used on the Covered Project submitted or received including transmission verification documents that are date/time imprinted. All Craft Request Forms and transmission verification documents shall be available for inspection upon request by the Contract Compliance Officer or authorized representative as described in Article XI of this Agreement.

7.11 Apprentices.

(a) The parties 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 workforce in the area served by the CRA/LA, and the opportunities to provide continuing work for Project Work covered by this Agreement. To these ends, the parties will facilitate, encourage, and assist local residents to commence and progress in Labor/Management Apprenticeship and/or training Programs in the construction industry leading to participation in such apprenticeship programs. The CRA/LA, the Jobs Coordinator, other CRA/LA consultants, and the Trades Council, 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 formal joint labor/management apprenticeship programs maintained by the signatory unions.

(b) 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 CRA/ALA shall encourage such utilization, and, both as to apprentices and the overall supply of experienced workers, the Jobs Coordinator will work with the Trades Council to assure appropriate and maximum utilization of apprentices and the continuing availability of both apprentices and journey persons.

(c) The parties agree that apprentices will not be dispatched to contractors signatory under this Agreement unless there is a journeyman or other contractor employee working on the Project where the apprentice is to be employed who is qualified to assist and oversee the apprentice’s progress through the program in which he is participating.

(d) Unions shall track retention of Apprentices hired through this program for so long as those Apprentices participate in an apprentice program as described in 7.11(a). Any such training program must be able to demonstrate, if requested by the CRA/ALA, that the program is in compliance with the applicable requirements of the State of California. The Unions, through the Trades Council Apprenticeship Subcommittee, will submit semi-annual retention reports to the CRA/ALA in a format approved jointly by the

CRA/ALA PLA 30
Unions, the Trades Council and the CRA/LA. Unions shall provide information regarding the reasons for not accepting referred candidates from target populations into Apprenticeship programs, and the parties shall work jointly to resolve those issues.

ARTICLE VIII

BENEFITS

8.1 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 higher of the applicable prevailing wage rate determination established pursuant to the (i) California Labor Code by the Department of Industrial Relations or (i) in the case of a Covered Project which involves the use of federal funds, such prevailing wage requirements, if any, mandated by the federal program legislation by which such funds are authorized. If a prevailing rate increases during the term of this Agreement under state or federal law, the Contractor shall pay the rate as of its effective date under the law. 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.

8.2 Benefits.

(a) Contractors not signatory to the established Labor/Management Trust Fund Agreements, as specified in the Schedule A Agreements for the craft workers in their employ, shall sign a “subscription agreement” with the appropriate Labor/Management Trust Fund covering the work performed under this agreement.

(b) Contractors shall pay contributions to the established employee benefit funds in the amounts designated in the appropriate Schedule A Agreement and make all
employee-authorized deductions in the amounts designated in the appropriate Schedule A Agreement; provided, however, that the Contractor and Union 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, training funds, and all other fringe benefits incorporated into the prevailing wage determination as issued by the California Department of Industrial Relations) shall be included in this requirement and required to be paid by the Contractor on the Covered Project; and provided further, however, that such contributions shall not exceed the contribution amounts set forth in the applicable prevailing wage determination. Contractors directly Signatory to one or more of the Schedule A Agreements are required to make all contributions set forth in those Schedule A Agreements without reference to the forgoing. Bona fide jointly-trusteed benefit plans or authorized employee deductions programs established or negotiated under the applicable Schedule A Agreement or by the Parties to his Agreement during the life of this Agreement may be added, provided that the contributions do not exceed the amounts set forth in the applicable prevailing wage determination.

(c) 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 successor trustees to administer the trust funds and hereby ratifies and accepts the trustees so appointed as if made by the Contractor.
ARTICLE IX

EMPLOYEE GRIEVANCE PROCEDURE

9.1 Should a grievance arise regarding the imposition of discipline of an employee, or the dismissal of an employee, working on Project Work, all such grievance(s) shall be processed, exclusively, under the grievance procedure contained in the applicable Schedule A Agreement for the craft Union representing such employee(s) and not under the provisions of the Grievance and Arbitration provisions of Article XII. Contractors shall not discipline or dismiss its employees except for good cause.

ARTICLE X

CRA/LA POLICIES AND PROCEDURES

10.1 All construction contracts identified by the CRA/LA as part of the Covered Projects shall include the following provisions. Such provisions include, but are not limited to:

(1) All persons who perform labor in the execution of a construction contract shall be paid the prevailing rate of wages applicable to the classification as provided in Article III, Section 377 of the Los Angeles City Charter and the CRA/LA's Policy on Payment of Prevailing Wages by Private Redevelopers or Owner Participants.

(2) All Contractors and subcontractors shall provide information concerning their experience, financial qualifications, including proof of a current State Contractor's License, Business Tax Registration Certificate, and ability to perform said contract or subcontract.

10.2 In addition to the above requirements, the Contractors and Unions understand and agree that all construction contracts shall be awarded in accordance with any
CRA/LA policies and any applicable provisions of the Los Angeles City Charter ("Charter") (effective July 1, 2000), and the Los Angeles Administrative Code ("Administrative Code") (and any future amendments applicable thereto), including but not limited to:

(1) Los Angeles City Charter Article III, Section 371 (award of construction contracts to the lowest responsible bidder);

(2) Administrative Code Sections, 10.8-10.13 (prohibition of discrimination); and Mayor's Executive Directive No. 2001-26 (City of Los Angeles Minority, Women, and Other Business Enterprise Program).

ARTICLE XI:
COMPLIANCE

11.1 It shall be the responsibility of the Contractors and Unions to investigate and monitor compliance with the provisions of the Agreement contained in Article VIII. The CRA/LA shall appoint the CRA/LA Audits and Compliance Department or designee to investigate and monitor compliance with Article VIII, the applicable provisions of the Charter and the Administrative Code, including, but not limited to, the prevailing wage requirements of the Charter, Community Area and Local Residents, Disadvantaged Worker, and Community Area and Local Resident Apprentice hiring compliance, and the affirmative action provisions of the Administrative Code, and to recommend to the CRA/LA Board or designee enforcement measures to ensure the Contractor's compliance with the general conditions of a construction contract. At the conclusion of any six-month period, the Parties to the Agreement shall report to the Board with a status update on the Agreement with regard to that Covered Project, including a
description of any obstacles or barriers faced. The provisions of this Article shall not substitute for or preclude any employee or Union from filing a grievance under the provisions of Grievance and Arbitration provisions of Article XIII.

ARTICLE XII

JOINT ADMINISTRATIVE COMMITTEE

12.1 The Parties to this Agreement shall establish a Joint Administrative Committee, a six-person committee consisting of the CRA/LA Chief Executive Officer or designee; the CRA/LA Regional Administrator for the Covered Project or designee; a Developer or Contractor representative; and three Union representatives to be appointed by the Trades Council, to monitor compliance with the terms and conditions of the Policy and this Agreement. Each representative shall designate an alternate who shall serve in his or her absence for any purpose contemplated by this Agreement.

12.2 The Joint Administrative Committee shall meet as required to review the implementation of the Agreement and the progress of the Covered Project and resolve problems or disputes by majority vote with such resolutions to be binding on all signatories of the Agreement as provided herein. A quorum shall consist of two non- Trades Council representatives and two representatives appointed by the Trades Council. A unanimous decision of the Joint Administrative Committee shall be final and binding upon all Parties to this Agreement.
ARTICLE XIII

GRIEVANCE ARBITRATION PROCEDURE

13.1 The Parties hereby agree that all grievances and disputes that may arise concerning the application or the interpretation of the terms of this Agreement, other than disputes arising from conduct described in Article IV (Work Stoppages, Strikes, Sympathy Strikes and Lockouts), Article XV (Jurisdictional Disputes) and Article IX (Employee Disciplinary Grievances), shall be handled in accordance with the following procedures.

13.2 Grievances and disputes shall be settled according to the following procedures:

Step 1: The business representative of the local Union involved shall first attempt to settle the matter by oral discussion with the particular Contractor's project superintendent no later than five (5) working days after the Union submitting the grievance first became aware of, or by the use of reasonable diligence should have been aware of, the occurrence first giving rise to the dispute or grievance. If the matter is not resolved with the superintendent within five (5) working days after the oral discussion with the superintendent, the dispute or grievance shall be reduced to writing by the grieving Union.

Step 2: If the matter is not resolved in Step 1, above, within five (5) working days after the oral discussion with the superintendent and the business representative of the Union involved, the written grievance shall be given to the particular Contractor involved. The business manager of the involved local Union or his designee shall meet with the involved Contractor within five (5) working days of the referral of the written grievance to the involved
Contractor. If they are unable to resolve the grievance within five (5) working days after they first meet to hear the grievance, then the Union may, within ten (10) calendar days after meeting with the Contractor, by written notice to the Contractor, submit the grievance to arbitration in accordance with the provisions as set forth below.

Step 3: After notice by any party of intent to submit a grievance to arbitration, the Parties shall have five (5) days to attempt, by mutual agreement, to select as the Arbitrator to hear the dispute, one of the Arbitrators listed under the Expedited Arbitration provisions of Article IV, Section 4.3 of this Agreement. If the Parties are unable to reach such agreement, the first arbitrator from the list, on a rotational basis, shall be the arbitrator to hear the dispute. The decision of the Arbitrator shall not have the authority to alter, amend, add to or delete from the provisions of this Agreement in any way. A failure of any party to attend said hearing shall not delay the hearing of evidence or the issuance of any decision by the Arbitrator. Should any party seek confirmation of the Award made by the Arbitrator, the prevailing party shall be entitled to receive its reasonable attorney fees and costs.

13.3 The time limits specified in any step of the Grievance Arbitration Procedure set forth in Section 13.2 may be extended by mutual agreement of the Parties. However, failure to process a grievance, or failure to respond in writing within the time limits provided above, without a request for an extension of time, shall be deemed a waiver of such grievance without prejudice, or without precedent to the processing and/or resolution of like or similar grievances.
13.4 Grievances which are settled directly by the Parties to such grievance shall not be precedent setting.

ARTICLE XIV

JURISDICTIONAL DISPUTES / PRE-JOB CONFERENCE

14.1 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") or any successor plan.

14.2 All Jurisdictional disputes on this Project, between or among Building and Construction Trades Unions and employers shall be settled and adjusted according to the present Plan established by the Building and Construction Trades Department or any other plan or method of procedure 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 Unions.

14.3 No Work Disruption Over Jurisdiction. All Jurisdictional disputes shall be resolved without the occurrence of any strike, work stoppage, disruption, or slow down 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.

14.4 Pre-Job Conference. A pre-job conference shall be held prior to the start of work by the general contractor for the Covered Project covered by this Agreement. The purpose of the conference will be to, among other things, determine craft manpower needs, schedule of work for the contract and project work rules/owner rules.

14.5 Each Contractor will conduct a pre-job conference with the appropriate affected
Union(s) prior to commencing work. The subcontractors/owner operators will be advised in advance of all such conferences and may participate if they wish. The Trades Council and the CRA/LA Audits and Compliance Department shall be advised in advance of all such conferences and may participate if they wish. All work assignments should be disclosed by the Contractor at a pre-job conference. Should there be any formal jurisdictional dispute raised under Article XIV, the CRA/LA Audits and Compliance Department or designee shall review the City's employment and contracting programs and goals with the participants.

ARTICLE XV

MANAGEMENT RIGHTS

15.1 The Contractors shall retain full and exclusive authority for the management of their operations. This includes, but is not limited to, the right to direct their working force and to establish coordinated working hours and starting times, which shall not be in conflict with the Collective Bargaining Agreements of the Unions.

15.2 There shall be no limit on production by workers or restrictions on the full use of tools or equipment. Craftsmen using tools shall perform any of the work of the trades and shall work under the direction of the craft foremen. There shall be no restrictions on efficient use of manpower other than as may be required by safety regulations. The Contractors may utilize the most efficient methods or techniques of construction, tools or other labor-saving devices to accomplish the work. Restrictive practices not a part of the terms and conditions of the Agreement will not be recognized.

15.3 The Contractors shall be the sole judge of the number and classifications of employees required to perform work subject to this Agreement. The Contractors shall
have the absolute right to hire, promote, suspend, discharge or lay off employees at their discretion and to reject any applicant for employment, subject to the provisions of the respective craft collective bargaining agreement between the particular Contractor and Union and pursuant to this Agreement.

15.4 Nothing in this Agreement shall be construed to limit the right of any of the Contractors to select the lowest bidder he deems qualified for the award of contracts or subcontracts or material, supplies, or equipment purchase orders on the Covered Project. The right of ultimate selection remains solely with the Contractor in accordance with the construction contract or CRA/LA Agreement.

15.5 It is recognized that certain materials, equipment and systems of a highly technical and specialized nature will have to be installed at the Covered Project. The nature of the materials or the nature of the equipment and systems, together with requirements of manufacturer's warranty, dictate that it will be pre-fabricated, pre-piped, pre-wired and/or installed under the supervision and direction of the CRA/LA, City and/or manufacturer's personnel. The Unions agree that such materials, equipment and systems shall be installed without the occurrence of any conduct described in Section 4.1 or 4.2.

ARTICLE XVI

SAFETY, PROTECTION OF PERSON AND PROPERTY

16.1 It shall be the responsibility of each Contractor to ensure safe working conditions and employee compliance with any safety rules contained herein or established by the CRA/LA, City, the state and the Contractor. It is understood that the 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 CRA/LA.

16.2 Employees shall be bound by the safety, security and visitor rules established by the Contractor and the CRA/LA. These rules will be published and posted in conspicuous places throughout the work site. An employee's failure to satisfy his obligations under this Section will subject him to discipline, including discharge.

16.3 The Parties acknowledge that the City and the Contractor have a policy, which prohibits the use, sale, transfer, purchase and/or possession of a controlled substance, alcohol and/or firearms while on the City's premises. Additionally, the Contractor has a "drug free" work place policy, which prohibits those working on the City's premises from having a level of alcohol in their system, which could indicate impairment, and/or any level of controlled substances (i.e., illegal drugs) in their system.

16.4 To that end, the Parties agree that the Labor/Management Memorandum of Understanding (MOU) on Drug Abuse Prevention and Detection negotiated with the various General Contractor Associations and the Basic Trades' Unions shall be the policy and procedure utilized under this agreement. The MOU is appended to this Agreement as Attachment B.

ARTICLE XVII

SAVINGS CLAUSE

17.1 The Parties agree that in the event any article, provision, clause, sentence or work of the Agreement is determined to be illegal or void as being in contravention of any applicable law, by a court of competent jurisdiction, the remainder of the Agreement shall remain in full force and effect. The Parties further agree that if any article,
provision, clause, sentence or word of the Agreement is determined to be illegal or void, by a court of competent jurisdiction, the Parties shall substitute, by mutual agreement, in its place and stead, an article, provision, sentence or work which will meet the objections to its validity and which will be in accordance with the intent and purpose of the article, provision, clause, sentence or word in question.

17.2 The Parties also agree that in the event that a decision of a court of competent jurisdiction materially alters the terms of the Agreement such that the intent of the Parties is defeated, then the entire Agreement shall be null and void.

17.3 If a court of competent jurisdiction determines that all or part of the Agreement is invalid and/or enjoins the City or CRA/LA from complying with all or part of its provisions and the Board accordingly determines that the Agreement will not be required as part of an award to a Contractor, the Unions will no longer be bound by the provisions of Article IV to the extent that such Contractor is no longer bound. The Unions and their members shall remain bound to Article IV with respect to all other Contractors who remain bound to this Agreement, and no action taken by the Unions or their members shall disrupt the work of such Contractors.

ARTICLE XVIII

STEWARD

18.1 Each Union shall have the right to designate a working craft employee as steward for each Contractor employing such craft on the Covered Project. Such designated steward shall be a qualified workman assigned to a crew and shall perform the work of the craft. The steward shall not perform supervisory duties. Under no circumstances shall there be nonworking stewards. Stewards shall be permitted a
reasonable amount of time during working hours to perform applicable Union duties related to the work being performed by the craft employees of his Contractor and not to the work being performed by other Contractors or their employees.

18.2 Authorized representatives of the Union(s) shall have access to the Covered Project, provided that such representatives fully comply with posted visitor, security, and safety rules and the environmental compliance requirements of the Covered Project, provided that they do not unnecessarily interfere with the employees or cause them to neglect their work. The Contractor recognizes the right of access set forth in this Section and such access will not be unreasonably withheld from an authorized representative of the Union.

ARTICLE XIX

TERM

19.1 This Agreement shall commence upon execution by all Parties and shall continue in full force and effect for an initial term of three (3) years, and may be extended for two (2) subsequent terms of one (1) additional year each at the discretion of the Board. During the term of this Agreement, upon request by either Party or by mutual consent, the Parties will meet to discuss the application of and their experience with this Agreement. As a result of any such meeting, the Parties may, but shall not be obligated to, mutually agree to amendments or modifications of this Agreement.
19.2 The Agreement shall continue in full force and effect for each Covered Project until project acceptance by the Board.

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement on the day and year written below.

THE UNION OFFICIALS signing this Agreement warrant and represent that they are authorized to collectively bargain on behalf of the organizations whom they represent and the members of such organizations.

COMMUNITY REDEVELOPMENT AGENCY OF THE CITY OF LOS ANGELES

By: [Signature] [Signature]
Cecilia V. Estolano City Clerk
Chief Executive Officer

Date: 12/5/08 Date: 12/19/08

APPROVED AS TO FORM:
Rockard J. Delgadillo, City Attorney

By: [Signature] [Signature]
Hugo S. Rossiter
Title: Assistant City Attorney

Date: Dec 5, 2008

LOS ANGELES/ORANGE COUNTY BUILDING AND CONSTRUCTION TRADES COUNCIL

By: [Signature] [Signature]
Title: Executive Secretary

Date: November 14, 2008
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<td>James M. Mason</td>
<td>Local #300</td>
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<tr>
<td></td>
<td>Council Mason Local 1600</td>
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</tbody>
</table>
SAMPLE OF ATTACHMENT “A”

[Put on Developer or Contractors’ Letterhead] or
[state name of company and address, e.g. XYZ Construction Builders]

[insert Date]

Jim Larkin
CRA/LA Compliance Supervisor
c/o The Community Redevelopment Agency of the City of Los Angeles (CRA/LA)
354 S. Spring Street, Suite 600
Los Angeles, CA 90013

Re: Local Hiring Program for (state name of project e.g., ABC mix-use project)

Dear Mr. Jim Larkin:

This is to confirm that [state name of company, e.g. XYZ Construction Builders] has read, understands, and agrees to adhere to the Construction Local Hiring Program for the above referenced Project. Such obligation to be a party and bound by this Agreement shall extend all work covered by the agreement with the CRA/LA undertaken by this company on the Project pursuant to [insert Contract No. or identifying description, e.g. Contract # 12345, or DDA dated March 15, 2007 between CRA/LA and ABC Mix-Use Project LLC] and [state name of company, e.g. XYZ Construction Builders] shall require its subcontractors of all tiers to be similarly bound for all work within the scope for the Agreement by signing and furnishing to you an identical Letter of Assent to their commencement of work.

Sincerely,

[insert Contact Person Name and Title, e.g. Fred Smith, Construction Manager] [state name of company, e.g. XYZ Construction Builders]
Attachment "B"

MEMORANDUM
OF
UNDERSTANDING

TESTING POLICY FOR
DRUG ABUSE

Revised June 1996

International Union of
Operating Engineers
Local Union No. 12

-INTRODUCTION-

At the June 1991 General Membership Meeting the members in attendance acknowledged the need for some form of drug testing that would keep the job site safe while at the same time protecting each member's individual right under the constitution.

When regular contractors were not being allowed to bid on projects because they had no official drug testing policy it became obvious that we were going to have to develop a test to remedy that problem. We feel that within the confines of this understanding the best and fairest for all has been accomplished.

This Memorandum of Understanding is actually an addendum to Local 12's Master Labor Agreement. All the provisions in this shall be adhered to and enforced by Local 12. No member shall be subjected to any provision outside of this memorandum. If any employer asks a member to test for substance abuse and asks for any procedures outside of what is outlined here or in the Side Letter of Understanding on page 11 - that employer is in violation of the Master Labor Agreement and you are not required to comply.
Substance abuse has become a national problem. While job site safety has always been a priority in Local 12, it is not the intent of this policy to subject any member to a test that all members on a project are not subjected to.

You, as a member working under these conditions have rights as well as obligations. If you have any questions please contact this office or your local's representative.

Sincerely,

Wm. C. Ragone, Business Manager &
General Vice-President

MEMORANDUM
OF
UNDERSTANDING

DRUG ABUSE PREVENTION
AND
DETECTION

1994
This Memorandum of Understanding shall be considered as an addendum to the Master Labor Agreement currently in effect between the parties. It shall be effective as of the date it is signed and shall thereafter run concurrently with the Master Labor Agreement.

The parties recognize the problems which drug abuse has created in the construction industry and the need to develop drug abuse prevention programs. Accordingly, the parties agree that in order to enhance the safety of the work place and to maintain a drug-free work environment, including employees may require an applicant or employee to undergo drug testing. The parties agree that if a testing program is implemented by an individual Employee, the following terms have been agreed upon by the Labor and Management and will apply.

1. It is understood that the use, possession, transfer or sale of illegal drugs, narcotics, or other unlawful substances is absolutely prohibited while employees are on the Employer's job premises or while working on any job site in connection with work performed under the Master Labor Agreement.

2. The Employer may implement a drug testing program which does not conform to all provisions of this Agreement.

3. The Employer may implement drug testing at any job site unless written notice
is given to the Union setting forth the location of the job site, a description of the project under construction, and the name and telephone number of the Project Supervisor. Said notice shall be addressed to the International Union of Operating Engineers, 50 East Carson Street, Posen, Illinois 35785. Said notice shall be delivered in person or registered mail before the implementation of drug testing. Failure to give such notice and make any drug testing engaged in by the Employer a violation of the Master Labor Agreement, and the Employer may not implement any form of drug testing at such job site 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 a valid drug testing program, such test shall be administered upon the recommencement 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 a valid drug testing program may only be subjected to testing for the reasons set forth in Paragraph 3(1) through 3(3) of this Agreement. Failure to undergo such testing shall be considered sufficient grounds to deny employment on the project.

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

a. The Employer may request urine samples only. The applicant or employee must not be observed while the specimen is given. An applicant or employee, at his or her sole option, shall, upon request, undergo a blood test in lieu of a urine test. The employee of the Employer shall draw blood from a bargaining unit employee, touch or handle urine specimen, or in any way become involved in the chain of custody of urine or blood specimens. A Union

b. The testing shall be done by a laboratory approved by the National Institute on Drug Abuse (NIDA), which is chosen by the Employer and the Union.

c. An initial test shall be performed using the Enzyme Multiplied Immunoassay Technique (EMIT). 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 the National Institute on Drug Abuse. 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 such 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 further 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 NIDA. The request must be performed within ten (10) days of the request. Claim of custody for this sample shall be maintained by the Employer between the original testing laboratory and the Union's designated laboratory. A testing 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 retesting procedure it is determined that an applicant or employee has tested positive, this shall be considered sufficient grounds to deny the applicant or employee further employment on the project.

f. No individual who tests positively for drugs 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 hereabove.

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

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 being abnormal or unusual behavior, the type of which is a recognized and accepted symptom of impairment (i.e., blurred speech, unusual lack of computer 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 Operating Engineers union.
The following paragraphs are optional and may be included as desired:

7. The parties may agree to any additional terms or conditions which are not inconsistent with the provisions of this Agreement.

8. Any changes or modifications to this Agreement shall be in writing and signed by both parties.

9. The parties agree to the terms of this Agreement as of the date first written below.

[Signature]

[Name]
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 herein 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 person or entity other than designated Employer representatives and the Union. Such release to the Union shall only be allowed upon the signing of a written release and the information contained therein shall not be used to discriminate the employee 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. The parties agree to develop and implement a drug abuse prevention and testing program for all apprentices entering the industry.

15. This Memorandum of Understanding shall constitute the only Agreement in effect between the parties concerning drug abuse prevention and testing. Any modifications thereto must be accomplished pursuant to collective bargaining negotiations between the parties.
SIDE LETTER
OF
UNDERSTANDING

In regard to the Memorandum of Understanding on Drug Abuse Prevention and Detection agreed to by the parties, it is agreed that if, as a condition of contract award or due to Federal, State or Governmental Agency requirements, an individual Employer is required to abide by or implement more stringent requirements than are set forth in the Memorandum of Understanding, the individual Employer will notify the Union in writing of those requirements. The Union reserves the right, upon receiving notification, to require the individual Employer to meet those be changes.

Agreed to this 19th day of June, 1991

ASSOCIATED GENERAL CONTRACTORS OF CALIFORNIA

INTERNATIONAL UNION OF OPERATING ENGINEERS,
LOCAL UNION NO. 12

Winn C. Waggensperger Frank L. Todd
Business Manager President

William A. Floyd
Vice-President
COMMUNITY REDEVELOPMENT AGENCY
REQUEST FOR CRAFT EMPLOYEES FOR __________________ PROJECT

To the Contractor:
Please complete and fax this form to the applicable Union to request craft workers that fulfill all hiring requirements for the above CRA/LA project. After faxing your request, call the Local to verify receipt and substantiate their capacity to furnish local, Disadvantaged Worker or general dispatch as requested. Contact information for Locals is listed on back of form. Please print your Fax Transmission Verification Report and keep a copy of this request for your records.

To the Union:
Please complete the "Union Use Only" section and fax form back to the requesting contractor. Retain form for your records.

To: Local # Fax # Date: ____________
From: Company: __________________
Person Sending: __________________
Contact Phone: __________________

Craft Employees Requested

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<td>10% Disadvantaged</td>
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Total Workers Requested

Please have worker(s) report to the following work address indicated below:
Site Address: __________________
On-site Tel. #: __________________
Fax: __________________

Comments or special requirements:

Union Use Only
(Fax the Completed Form Back to Contractor)

Reception Date ____________
Requested Dispatch ____________
Available for Dispatch ____________
Unavailable for Dispatch ____________

30% Local Hire
20% Apprentice
10% Disadvantaged Worker

Comments

Contractor Note:
This form should be used for all requests for dispatch from construction trade Unions for work on the CRA/LA project. The PLA for the project contains a 30% local hiring requirement (see zip codes on front page), 20% Apprenticeship hiring and a 10% Disadvantaged Worker hiring requirement. In the event that referral facilities maintained by the Unions are unable to fill the requisition of a contractor / employer for qualified employees within a forty-eight hour period after such requisition is made by the contractor / employer, the contractor / employer shall be free to obtain work persons from any source.

CRA/LA PLA 55
LOS ANGELES CITYWIDE ZIP CODES

2006 Los Angeles County Unemployment Rate Greater than 7% (FROM HIGH UNEMPLOYMENT MAP)

May 31, 2007

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Updated: 1/31/08
## Construction Trade Unions Contact Numbers

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<tr>
<td>5</td>
<td>Asbestos Heat &amp; Frost Insulators</td>
<td>(626) 615-3794</td>
<td>(626) 615-0165</td>
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<td>92</td>
<td>Boilermakers</td>
<td>(909) 877-9389</td>
<td>(909) 877-8318</td>
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<td>Bricklayers</td>
<td>(626) 575-0032</td>
<td>(626) 573-5607</td>
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<td>Carpenters</td>
<td>(213) 355-1457</td>
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<td>Carpenters (Lathes)</td>
<td>(714) 534-1644</td>
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<td>Cement Masons</td>
<td>(233) 771-9991</td>
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<td>(626) 792-9061</td>
<td>(626) 793-9743</td>
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<td>Elevator Constructors</td>
<td>(626) 448-1659</td>
<td>(626) 577-1055</td>
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<td>Glaziers</td>
<td>(626) 448-1655</td>
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<td>Gunite Workers</td>
<td>(918) 845-1263</td>
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<td>Iron Workers (Reinforced)</td>
<td>(662) 868-1261</td>
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<td>Iron Workers (Structural)</td>
<td>(626) 666-2600</td>
<td>(626) 964-1754</td>
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<td>(213) 262-8513</td>
<td>(213) 262-9554</td>
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<td>Laborers (Asbestos/Toxic Waste Abatement/Environmental)</td>
<td>(213) 385-5550</td>
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<td>Laborers (Landscape)</td>
<td>(626) 355-3550</td>
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<td>Operating Engineers</td>
<td>(626) 782-2519</td>
<td>(626) 782-9339</td>
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<td>Painters and Drywall Finishers (Downey)</td>
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<td>(562) 681-5649</td>
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<td>Plumbers</td>
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<td>(310) 660-0035</td>
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<td>Landscape, Irrigation, Sewer and Storm Drain Fitters</td>
<td>(626) 355-9345</td>
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<td>Fire Sprinkler Fitters</td>
<td>(562) 691-8409</td>
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<td>Resilient Floor &amp; Decorative Cover</td>
<td>(562) 691-7402</td>
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<td>(323) 622-0261</td>
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<td>Teamsters (Drivers, Warehouse and Allied Workers)</td>
<td>(626) 350-6650</td>
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<td>Tile Layers</td>
<td>(909) 396-6700</td>
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90039, 90042, 90057, 90058, 90063, 90065, 90071
CONSTRUCTION CAREERS
AND PROJECT STABILIZATION
POLICY

CRA/LA
BUILDING COMMUNITIES
WHEREAS, redevelopment is a process intended to revitalize blighted urban areas by reversing the decline of urban neighborhoods which, due to physical and economic factors, have been rendered economically useless or crippled; and

WHEREAS, to implement this redevelopment process, the Community Redevelopment Agency of the City of Los Angeles (CRA/LA) and the Los Angeles City Council have adopted numerous redevelopment project areas in specified geographic areas of the City to alleviate blighting conditions determined to exist there; and

WHEREAS, California Health & Safety Code Section 33422.3 provides: "To ensure training and employment opportunities for lower-income project area residents, the agency may specify in the call for bids for any contract over one hundred thousand dollars ($100,000) for work to be performed in connection with any redevelopment project that project area residents, if available, shall be employed for a specified percentage of each craft or type of workmen needed to execute the contract or work."

WHEREAS, the redevelopment plans for CRA/LA project areas contain objectives that commit the CRA/LA to eliminate or reduce economic and physical blight in these project areas; and whereas, among these objectives are: (i) promoting the development or rehabilitation of economic enterprises including commercial, service, sports and entertainment, manufacturing, industrial, logistical, media, health services and hospitality that are intended to provide employment and improve the tax base; (ii) making provision for housing which satisfies the needs and desires of the various age, income, and ethnic groups of the community; (iii) alleviating overcrowded substandard housing conditions; and promote the development of affordable housing units for low and moderate income households; (iv) promoting the development of quality job opportunities for certain lower income individuals and certain residents of lower-income areas; and (v) coordinating redevelopment efforts with public programs of the City of Los Angeles and other agencies serving the metropolitan area; and
WHEREAS, these redevelopment objectives will be advanced by targeting construction employment and training opportunities in ways calculated (i) to mitigate the harms caused by geographically-concentrated poverty, (ii) to fight unemployment and underemployment in vulnerable populations and neighborhoods, including under-represented populations, with employment barriers and youth, (iii) to advance the skills of the local labor pool, including youth, to enable workers to earn wages that will assist them in moving out of poverty, (iv) to provide links to career paths for vulnerable populations and Local Residents, and (v) to facilitate rapid completion of construction projects; and

WHEREAS, these redevelopment objectives will also be advanced, and the proprietary interests of CRA/LA will be protected, by avoidance of labor misunderstandings, grievances and conflicts on certain CRA/LA construction projects; and Project Labor Agreements minimize the possibilities for such misunderstandings, grievances, and conflicts, thereby promoting project cost containment, timely and economical project completion, and prompt repayment of financial obligations owed to the CRA/LA;

WHEREAS, Project Labor Agreements have the capacity to provide additional benefits, including facilitation of efforts to target construction job opportunities as described above; prompt generation of tax flow and other income to the City; and local economy boosts by generating local construction and related jobs and job training; and

WHEREAS, the CRA/LA wishes to adopt a policy to promote the policy objectives and protect the proprietary interests described above through targeted local hiring and project labor agreement requirements, applicable in situations the CRA/LA deems appropriate as described in this Policy;

NOW, THEREFORE, BE IT RESOLVED BY THE COMMUNITY REDEVELOPMENT AGENCY OF THE CITY OF LOS ANGELES, CALIFORNIA,

AS FOLLOWS:

The CRA/LA adopts the following Construction Careers and Project Stabilization Policy:
Section I. Definitions

(1) "Affordable Housing Project" means a housing development project with a government imposed regulatory agreement that has been or will be recorded with the Los Angeles County Recorder guaranteeing either (a) for rental developments, that at least 40% of the residential units will be affordable to either lower income or very low income households for a period of at least 55 years; or (b) for homeownership developments, that at least 30% of the residential units be priced at an affordable housing cost, as defined in Section 50052.5 of the California Health & Safety Code, to a household earning no more than 120% of Area Median Income and that are subject to a recorded covenant that includes either a resale restriction for at least 45 years or an equity sharing provision upon resale.

(2) "Appeal Panel" means the 3-person panel appointed by the CRA/LA Chief Executive Officer to hear appeals of any liquidated damages assessment and including at least one individual with development/contracting experience and one member of the Community Advisory Group.

(3) "Apprentice" means any worker who is indentured in a bona fide construction apprenticeship program as referenced in Section 7.11 of the Local Hiring Agreement/Project Labor Agreement (defined below).

(4) "Area Median Income" ("AMI") means the area median income for the Los Angeles-Long Beach Metropolitan Statistical Area, as determined annually by the U.S. Department of Housing and Urban Development.

(5) "Board" means the CRA/LA's Board of Commissioners.

(6) "City" means the City of Los Angeles, California.

(7) "Community Advisory Group" means a group appointed by the CRA/LA Chief Executive Officer made up of representatives of community-based organizations.

(8) "Community Area Resident" means an individual whose primary place of residence is in the City of Los Angeles and is within the CRA/LA determined project impact area, typically bounded by a 3-mile radius of the Project Area in which the Covered Project is located.

(9) "Contractor" means any person, firm, partnership, owner operator, limited liability company, corporation, joint venture, proprietorship, trust, association, the developer, or other entity that is properly licensed for the work undertaken, that enters into a contract for performance of construction work on a Covered Project. "Contractor" includes subcontractors of any tier and requires the said "Contractor" to possess any license required by state or federal law.

(10) "Core Worker" means an employee who appears on the Contractor's active payroll for 60 of the 100 working days before award of the construction contract.
Section I. Definitions (continued)

(11) "Covered Project" shall have the meaning set forth in Section II of this Policy.

(12) "CRA/LA Agreement" means any Board-approved agreement for the development of a project within a redevelopment project area or as allowed by law elsewhere in the City. A CRA/LA Agreement includes, without limitation, a Disposition and Development Agreement, Owner Participation Agreement, Master Agreement for the Development of Property, Loan Agreement, Ground Lease Agreement, and similar agreements.

(13) "CRA/LA Coordinator" means the CRA/LA employee designated by the CRA/LA to administer and implement the terms and conditions of this Policy.

(14) "CRA/LA Investment" means financial assistance provided by the CRA/LA to a Developer, expressly articulated or identified in writing by the CRA/LA. CRA/LA Investment shall include, but not be limited to: Grants (defined below); rent subsidies or reductions; Qualifying Loans (defined below); loan forgiveness; CRA/LA-approved bond financing (excluding conduit bond financing); a sale or lease of CRA/LA-assembled land for less than its fair market value (i.e., a "land write-down"), except to the extent necessary for the development of an Affordable Housing Project on such land; contingent obligations taken on by the CRA/LA such as any guaranty or pledge of CRA/LA funds; and CRA/LA fee reduction or fee waiver. None of the following shall be considered a "CRA/LA Investment" for purposes of this Policy: a loan on terms comparable to those achievable outside the CRA/LA; the sale or lease of CRA/LA-assembled land for less than its fair market value to the extent such land write-down is necessary for the development of an Affordable Housing Project on such land; a transfer of floor area rights in excess of 50,000 square feet, a Transfer of Floor Area Rights in excess of 50,000 square feet, or other discretionary approvals from the CRA/LA; nor CRA/LA staff or financial planning assistance.

(15) "CRA/LA" means The Community Redevelopment Agency of the City of Los Angeles, California.

(16) "Craft Request Form" means a document through which Contractors shall request workers from Unions, in the form set forth as Attachment B to the LHA/PLA.

(17) "Developer" means a person, firm, partnership, limited liability company, corporation, joint venture, proprietorship, trust, association, or other entity entering into a CRA/LA Agreement with the CRA/LA.

(18) "Disadvantaged Worker" means an individual whose primary place of residence is within the City and who, prior to commencing work on a Covered Project, either (a) has a household income of less than 50% of the AMI; or (b) faces at least one of the following barriers to employment: being homeless; being a custodial single parent; receiving public assistance; lacking a GED or high school diploma; having a criminal record or other involvement with the criminal justice system; or suffering from chronic unemployment.
Section I. Definitions (continued)

(19) "Floor Area" means the area in square feet confined within the exterior walls of a building, but not including the area of the following: exterior walls, stairways, shafts, rooms housing building-operating equipment or machinery, parking areas with associated driveways and ramps, space for the landing and storage of helicopters, and basement storage areas, as defined in accordance with Section 12.03 of the Zoning Code, City of Los Angeles Department of Building and Safety. In computing the total floor area within a building, the gross area confined within the exterior walls of a building shall be considered as the floor area of that floor of the building, except for the space devoted to stairways, elevator shafts, light courts, rooms housing mechanical equipment incidental to the operating of buildings, and outdoor eating areas of ground floor restaurants, as defined in Section 12.13-1.A(3) of the Zoning Code.

(20) "Grant" means that form of CRA/LA Investment for which no repayment is required or expected so long as the terms of the CRA/LA Investment are met.

(21) "Jobs Coordinator" means an independent third-party individual or entity with whom the Developer and the CRA/LA enter into a contract to facilitate implementation of the Local Hiring Requirements established pursuant to this Policy.

(22) "Joint Administrative Committee" means a six-person committee consisting of the CRA/LA Chief Executive Officer or designee; the CRA/LA Regional Administrator or designee for the Covered Project; a Developer or Contractor representative; and three Union representatives to be appointed by the Trades Council, established to monitor compliance with the terms and conditions of the Policy and LHA/PLA.

(23) "LA/OCBTC" means the Los Angeles/Orange County Building Trades Council.

(24) "Lease Agreement" means any written agreement whereby the CRA/LA allows another entity the use of CRA/LA-owned real property for a period of time in exchange for monetary or other remuneration.

(25) "Letter of Assent" means a document through which a Contractor accepts the terms of the LHA/PLA, in the form set forth as Attachment A to the LHA/PLA.

(26) "LHA/PLA" means the Local Hiring Agreement and Project Labor Agreement attached as Attachment One to this Policy.

(27) "Local Hiring Requirements" shall have the meaning set forth in Section III of this Policy.

(28) "Local Hiring Schedule" is the plan presented by the Developer and approved by the CRA/LA or Chief Executive Officer as described in Section V(2) of this Policy.

(29) "Local Resident" means an individual whose primary place of residence is within the City and is within the zip code containing at least part of one census tract with a rate of unemployment in excess of 150% of the Los Angeles County unemployment rate, as reported by the State of California Employment Development Department at the commencement of the Covered Project.
Section I. Definitions (continued)

(30) "Non-Responsible Contractor" means a Contractor who meets the definition of non-responsible Contractor in the CRA/LA's Policy on Contractor Responsibility.

(31) "Policy" means this Construction Careers and Project Stabilization Policy.

(32) "Prime Contract" means a contract entered into by a Contractor and either the CRA/LA or a Developer for construction of a Covered Project.

(33) "Prime Contractor" means a Contractor that has entered into a Prime Contract.

(34) "Project Area" means an area adopted by the CRA/LA and the Los Angeles City Council in specified geographic areas of the City for the purpose of redevelopment, disaster recovery, earthquake recovery, and revitalization consistent with the requirements of the California Redevelopment Law (Section 33000 et Seq. of the California Health and Safety Code).

(35) "Project Work" means work performed in construction of a Covered Project.

(36) "Public Improvements Contract" means a contract awarded by the CRA/LA for construction of improvements that serve a public purpose (including, but not limited to, construction of sidewalks, curbs, gutters, sewers, street lights, recreation centers or facilities, public open space and parking structures and lots) and that will be publicly owned, either by the CRA/LA or by another governmental entity.

(37) "Qualifying Loan" means any arrangement whereby funds or other financial or in-kind expenditures that are provided by the CRA/LA to a Developer, or for the benefit of a development project, are to be repaid in whole or in part by the Developer, including rebates, loan forgiveness, interest write-downs, or any reduction of the repayment obligation.

(38) "Union" means a labor union signatory to the LHA/PLA.
Section II. Coverage

(1) Covered Projects. Covered Projects include development projects in the following categories, excluding projects excepted from coverage under Section II (2), below:

(a) Public Improvements Contracts with a CRA/LA award amount equal to or greater than $500,000;

(b) Proposed development projects that will be constructed on CRA/LA-owned real property under a CRA/LA Agreement;

(c) Proposed development projects for which the Developer will receive CRA/LA Investment totaling in the aggregate of $1,000,000 or more.

(2) Exceptions. The following projects shall not constitute Covered Projects:

(a) Development projects including fewer than 75 units of housing or fewer than 50,000 square feet of non-residential Floor Area. However, development projects including both housing and non-residential space shall be Covered Projects if either component equals or exceeds 75 units of housing or 50,000 square feet of non-residential Floor Area.

(b) Public Improvement or development projects, if exclusion from a local hiring program is required by applicable Federal law or regulation.

(3) Process to Determine Coverage of Projects.

(a) Staff Review. CRA/LA staff shall review each proposed project to determine and document whether the proposed project is a Covered Project. When a project qualifies as a Covered Project, CRA/LA staff shall: (i) include a bid specification requiring all Developers and/or Contractors submitting bids or proposals in response to a CRA/LA solicitation to agree to the terms of the LHA/PLA; (ii) insert a provision in any relevant CRA/LA Agreement obligating the Developer to require its Prime Contractor and all other Contractors to comply with the terms of the LHA/PLA; and/or (iii) require compliance with LHA/PLA terms through any other form of legally enforceable obligation to the CRA/LA.

(b) Extraordinary Circumstances. If CRA/LA staff has determined that the proposed project qualifies as a Covered Project but nonetheless concludes that extraordinary circumstances warrant exempting the otherwise qualified project from the application of the requirements of this Policy, or if the staff's determination of coverage is contested or appealed by the Developer or a Prime Contractor, such conclusions or appeals shall be documented and presented to the Board for a Board decision as to whether it is in the CRA/LA's interest to exempt the project from this Policy. If the Board exempts the proposed project, then that project shall not be considered a Covered Project for purposes of this Policy.
Section II. Coverage (continued)

(4) Coverage of Parties.

(a) The LHA/PLA shall be executed by the CRA/LA and the Unions and will cover projects initiated during a three-year period as specified therein, with two one-year extensions at the option of the CRA/LA if certain benchmarks regarding Union intake and retention of targeted populations are met.

(b) A Developer that retains a Prime Contractor to perform Project Work shall agree to terms of the LHA/PLA through the relevant CRA/LA Agreement, and shall ensure that its Prime Contractor agrees to terms of the LHA/PLA. A Prime Contractor under a Public Improvement Contract shall be required to agree to terms of the LHA/PLA as a term of the Public Improvement Contract. All Contractors performing Project Work shall be required to execute Letters of Assent.

(c) Nothing contained in this Policy shall prohibit a Developer from negotiating additional project-specific terms with the Unions in a side letter to the LHA/PLA, provided that the additional terms are not inconsistent with this Policy, as determined by the Joint Administrative Committee.

(d) This Policy shall govern only construction work performed specifically for Covered Projects. Accordingly, this Policy shall not apply to:

i. A Developer's or Contractor's executives, managerial employees, professional engineers, supervisors (except those job classifications covered by existing building and construction trades collective bargaining agreements), and office or clerical employees.

ii. Work performed at the site of a Covered Project by CRA/LA or City employees related to the course and scope of their employment.

(e) The application of the Project Labor Agreement to the covered project shall cease:

i. When a Notification of Release of Obligation to Contractor is issued by CRA/LA upon completion of Public Improvement Contracts;

ii. When a Certificate of Completion is issued by CRA/LA upon completion of development projects on CRA/LA-owned real property under a CRA/LA Agreement; and

iii. When a Certificate of Completion is issued by CRA/LA upon completion of development projects for which Developer receives CRA/LA investment totaling in the aggregate of $1,000,000 or more.
Section III. Local Hiring Requirements

The Prime Contractor is responsible for ensuring that the following Local Hiring Requirements are met. For Projects with a Developer, the Developer is jointly and severally responsible with the Prime Contractor for ensuring that these requirements are met.

(1) The following percentages shall be attained for each Covered Project:

(a) 30% of total work hours by Community Area and Local Residents. A minimum of 30% of all hours of Project Work shall be performed by Community Area Residents and Local Residents, with priority given to Community Area Residents.

(b) 10% of total work hours by Disadvantaged Workers. A minimum of 10% of all hours of Project Work shall be performed by Disadvantaged Workers with less than 4000 hours of formal, indentured experience in the Unions at the time they commence Project Work. These hours may be applied towards the work hour minimums listed in Sections III(1)(a) and III(1)

(c) Apprentice work hours by Community Area and Local Residents.

i. During the first year of the term of the LHA/PLA a minimum of 30% of all hours worked by construction Apprentices on all Covered Projects shall be performed by Community Area and Local Residents, with priority given to Community Area Residents.

ii. During the second year of the term of the LHA/PLA a minimum of 35% of all hours worked by construction Apprentices on all Covered Projects shall be performed by Community Area and Local Residents, with priority given to Community Area Residents.

iii. During the third year of the term of the LHA/PLA a minimum of 40% of all hours worked by construction Apprentices on all Covered Projects shall be performed by Community Area and Local Residents, with priority given to Community Area Residents.

iv. These hours may be applied towards the work hour minimums listed in Sections III(1)(a) and III(1)(b).

(2) The employer retains authority in making individual hiring decisions.

(3) Hours worked by residents of states other than California shall not be included in calculation of total hours of Project Work for purposes of the percentage requirements set forth above.
Section IV. Project Labor Agreement Terms to Be Negotiated

(1) The CRA/LA will negotiate the LHA/PLA with the LA/OCBTC. The LHA/PLA shall include the Local Hiring Requirements described in Section III above.

(2) The term of the LHA/PLA shall be three years, with two possible one-year extensions depending on performance by all parties to the LHA/PLA.

(3) Once a project is determined to be a Covered Project, the LHA/PLA shall apply to all construction phases of that Covered Project that were approved by the Board during the term of the LHA/PLA.

(4) By way of summary, this Section describes certain terms to be negotiated therein.

(a) Although no Contractor is required to be signatory to any collective bargaining agreement, all Contractors performing Project Work shall use Unions as their first source of craft labor.

(b) In the event that referral facilities maintained by the Unions are unable to fill the requisition of a Contractor for local employees within a forty-eight hour period after such requisition is made the Contractor may seek and employ applicants from any other available source, though Contractors are still subject to the Local Hiring Requirements, and all labor, union or non-union, will be dispatched through the union hiring halls.

(c) The Unions will exert their best efforts to recruit and identify residents of the City of Los Angeles residing in the targeted areas and to assist individuals in qualifying and becoming eligible for such apprenticeship programs

(d) Developer, Contractors, and Unions shall use and accept the Craft Request Form attached to the LHA/PLA and the procedures written therein to request any and all workers from Unions, including workers qualified as general dispatch, Community Area Residents, Local Residents, or Disadvantaged Workers.

(e) The number of Core Workers on this Covered Project shall be governed by the following procedure: one (1) “Core” Worker shall be selected and one (1) employee from the hiring hall of the affected trade or craft and this process shall repeat until such Contractor’s requirements are met or until such Contractor has hired five (5) “Core” Workers for that craft and five (5) employees from the hiring hall, whichever occurs first. If such Contractor’s with the eleventh employee, the next ten (10) employees in the affected trade or craft exclusively from the hiring hall list, until such Contractor’s requirements are met. If such Contractor’s requirements are still not met, starting with the twenty-first employee, then one (1) “Core” Worker shall be selected and one (1) employee from the hiring hall of the affected trade or craft and this process shall repeat until such Contractor’s requirements are met or until such Contractor has hired five (5) additional “Core” Workers for that craft, whichever occurs first. Thereafter, all additional employees in the affected trade or craft shall be hired exclusively from the hiring hall list. All employee hours worked, including Core Worker hours, must be used in calculating local hire compliance.
Section IV. Project Labor Agreement Terms to Be Negotiated (continued)

(f) All Contractors performing Project Work shall employ the maximum number of Apprentices allowed by law on this Covered Project.

(g) Unions shall not strike or otherwise engage in work stoppage due to a dispute on a Covered Project.

(h) Unions shall track retention of Apprentices hired through this program for so long as those Apprentices participate in an apprentice program as referenced in Section 7.11 of the LHA/PLA. Any such training program must be able to demonstrate, if requested by the CRA/LA, that the program is in compliance with the applicable requirements of the State of California. The Unions, through the Trades Council Apprenticeship Subcommittee, will submit semi-annual retention reports to the CRA/LA in a format approved jointly by the Unions, the Trades Council and the CRA/LA.

(i) Unions shall provide information regarding the reasons for not accepting referred candidates from target populations into Apprenticeship programs, and the parties shall work jointly to resolve those issues.
Section V. Implementation

(1) CRA/LA Responsibilities.

The CRA/LA will:

(a) Monitor and enforce the local hiring provisions of this Policy, assessing liquidated damages for non-compliance where appropriate;

(b) Convene the Community Advisory Group quarterly in the first year and semi-annually thereafter to review and advise on the implementation of this Policy and the LHA/PLA. Efforts should be made to include at least one community-based organization providing employment-related services to low-income individuals; an organization with experience providing Jobs Coordination services; and a representative of organized labor. The Board shall consider the recommendations of the Community Advisory Group as part of any review of the Policy.

(2) Local Hiring Schedule. Each Developer or Prime Contractor shall submit to the CRA/LA a Local Hiring Schedule for the entire project for approval or disapproval by the CRA/LA's Chief Executive Officer or designee. The Developer or Prime Contractor must obtain approval of a Local Hiring Schedule at least 30 days before the start of construction. The CRA/LA will respond to Local Hiring Schedules with approval or suggestions for changes within two weeks of submission by the Developer or Prime Contractor. The Local Hiring Schedule shall establish the approximate hiring timetable of construction workers by trade to be followed by the Developer and all Contractors in order to satisfy the Local Hiring Requirements of this Policy and the LHA/PLA. The Local Hiring Schedule shall provide the basis for the CRA/LA's monitoring of the project and for the Jobs Coordinator's preparation of local worker candidates.

(3) Pre-Construction Orientation. Prior to the commencement of construction, and as soon as practicable, Developers and Prime Contractors shall contact the CRA/LA to schedule a pre-construction orientation meeting to discuss requirements of the LHA/PLA, recordkeeping, and reporting requirements necessary for the evaluation of the project's compliance with this Policy and the LHA/PLA.

(4) Pre-Bid and Pre-Construction Meetings. The Prime Contractor shall convene pre-bid and pre-construction meetings to educate the construction manager and subcontracts about Local Hiring Requirements and the goals of this Policy.

(5) Jobs Coordinator. The Developer or Contractor shall engage a Jobs Coordinator from the CRA/LA list of pre-qualified firms. The Jobs Coordinator shall provide services in support of the Developer's Local Hiring Requirements. Among other things, the Jobs Coordinator will:

(a) Establish a point of contact to provide information about available job opportunities;

(b) Certify the status of Disadvantaged Workers;
Section V. Implementation (continued)

(c) Reach out to targeted populations;

(d) Conduct or coordinate programs to prepare interested residents to enter construction jobs;

(e) Develop and maintain an up-to-date list of qualified Local Residents;

(f) Facilitate relationships among approved apprenticeship programs and Contractors to enable prompt referrals;

(g) Educate Contractors regarding tax deductions, tax credits and other benefits for which they may be eligible based on their implementation of the Local Hiring Requirements; and

(h) Assist Contractors with reporting by working with Contractors and the CRA/LA or authorized representative where appropriate.

Parties with responsibilities under the LHA/PLA and/or this Policy maintain those responsibilities regardless of the performance of the Jobs Coordinator at the tasks described herein.

(6) Use of Craft Request Form.

(a) Developer or Contractors shall send copies of all Craft Request Forms to the Jobs Coordinator at the same time as they are submitted to the Unions.

(b) Developers/Contractors and Unions shall maintain copies of all Craft Request Forms submitted and/or received, including transmission verification documents that are date/time imprinted or a log of related faxes sent and received regarding Local Hiring Requirements.

(7) Developer or Contractors shall allow the Unions at least 48 hours to provide the requested referrals.

(8) The Developer or Contractor shall act as employer-sponsor and cover at least 50% of sponsorship fees for any Disadvantaged Worker hired as an Apprentice if other sources of funding are unavailable. The amount covered by the employer may be paid by the employer to the Disadvantaged Worker over the first three paychecks.
Section VI. Compliance

(1) The CRA/LA or its authorized representative shall determine whether a Developer or Contractor has complied with the requirements of this Policy and the LHA/PLA.

(2) If the Developer or Contractor has met or exceeded the local hire targets and signed the LHA/PLA, the Developer or Contractor is in compliance.

(3) If the Developer or Contractor has not met or exceeded the local hire targets but has satisfied each element of the list of activities below, the Developer or Contractor may verify compliance through the following activities:

(a) Develop and submit CRA/LA-approved Local Hiring Schedule before construction begins;

(b) Convene pre-bid and pre-construction meetings to educate construction manager and subcontractors about the Local Hiring Requirements and the goals of this Policy;

(c) Sign LHA/PLA and obtain Letters of Assent from each construction employer;

(d) Hire Jobs Coordinator;

(e) Regularly contact and document contacting of Jobs Coordinator;

(f) Use and document use of CRA/LA-approved craft request forms sent to both unions and Jobs Coordinator;

(g) Document appropriate waiting period for requested referrals and any lack of responses;

(h) Document reasons for not hiring referred candidates from target populations, if applicable; and

(i) Allow CRA/LA monitor prompt and willing access to documentation of above activities.

(4) At the outset of each Covered Project, the CRA/LA shall determine a reporting schedule to monitor compliance with this Policy. The reporting schedule shall be designed to assist in identifying areas of success and addressing challenges in a timely manner. The CRA/LA’s Chief Executive Officer or designee shall designate a standard reporting format for all projects. Local hiring compliance reports shall be made available to the public for review.

(5) At the conclusion of any six-month period in which a Developer, Prime Contractor, or Union participates in a Covered Project, that party shall report to the Board with a status update on the operation of this Policy and the LHA/PLA with regard to that Covered Project, including a description of any obstacles or barriers faced. Such reports shall be made in a manner to be defined by the CRA/LA’s Chief Executive Officer or designee. For purposes of this Section V(4), a Union is deemed to participate in a Covered Project when it refers workers to perform Project Work.
Section VI. Compliance (continued)

(6) Each Developer or Contractor shall make available to the CRA/LA records and information requested that are relevant to monitoring and enforcement of this Policy. Each Developer or Contractor shall cooperate fully and promptly with any inquiry or investigation the CRA/LA deems necessary in order to monitor compliance with this Policy and/or the LHA/PLA, including allowing access to job sites and employees.

(7) The CRA/LA Coordinator may promulgate further guidelines or procedures, as necessary, for implementation of this Policy.

(8) The Joint Administrative Committee shall monitor compliance with certain LHA/PLA terms, as described therein.

(9) Upon request of any party to the LHA/PLA, the CRA/LA Coordinator or authorized representative may administer the process of resolving alleged violations. This work may include scheduling and attending arbitration hearings, providing reports and other documents on alleged violations to the arbitrators who will hear the case, and doing other administrative tasks necessary to facilitate the quick and peaceful disposition of grievances.

(10) Any Developer or Prime Contractor that exceeds each of the Local Hiring Requirements set forth in Section III by 10 percent or more of the required hours, and that has complied with the other terms of the LHA/PLA for the Covered Project, shall be commended by the CRA/LA as a highly responsible Developer or Prime Contractor. The CRA/LA shall publish annually a list of highly responsible Developers and Prime Contractors to other agencies and departments, and shall recognize annually these Developers and Prime Contractors in an advertisement in at least one national industry publication.
Section VII. Enforcement

(1) Liquidated Damages – Notice and Cure: If the Developer or Prime Contractor is found to be substantially out of compliance during any reporting period, the Joint Administrative Committee shall meet to develop a plan for compliance. If the following reporting period’s monitoring activities do not show substantial compliance, the Developer or Prime Contractor shall pay liquidated damages equal to the average project wage for each hour the project fell short of the requirement. Liquidated damages collected pursuant to this Policy will be used by the CRA/LA to support the CRA/LA’s local hiring and construction job training efforts.

(2) Declaration of Non-Responsible Contractor: The CRA/LA may declare a party that substantially and consistently violates this Policy to be a Non-Responsible Contractor with regard to the CRA/LA’s Policy on Contractor Responsibility; as such, that party will be debarred from future CRA/LA contracts for a period of time. The debarment may be rescinded by the CRA/LA upon terms and conditions acceptable to the CRA/LA, but such rescission is not required and is solely at the discretion of the CRA/LA.

(3) Appeal: The Developer and/or Prime Contractor may appeal a liquidated damage assessment to the Appeal Panel. Before a penalty is implemented, the Developer and/or Prime Contractor shall be notified of the proposed penalty, served with a summary of the information upon which the CRA/LA is relying, and provided with an opportunity to be heard by the Appeal Panel in accordance with applicable law. At the hearing, the Developer and/or Prime Contractor will be allowed to rebut adverse information and to provide evidence that it has made best efforts to conform with the compliance procedures as described in Section VI of this Policy. The Developer and/or Prime Contractor must exercise its right to request a hearing within five calendar days after receipt of a penalty determination. Failure to submit a written request for a hearing within the time frame set forth in this Section will be deemed a waiver of the right to such a hearing, and the penalty will be implemented.

The determination of the Appeal Panel may be appealed to the CRA/LA Board of Commissioners under rules established by the CRA/LA. The Board’s determination shall be based upon its review of the information upon which the Appeal Panel relied in making its determination and that information submitted by the Developer or Contractor in contesting the Appeal Panel’s determination. The determination of the Board shall be final and constitute exhaustion of the Developer or Contractor’s administrative remedies.

(4) The CRA/LA Coordinator shall notify the Office of the City Attorney should he/she believe that a violation of the Policy has occurred.

(5) Estoppel Certificate: Upon the Developer’s written request, the CRA/LA shall execute, acknowledge and deliver a written estoppel certificate stating that the Developer or Prime Contractor for construction of the Covered Project is in compliance with the requirements contained in the LHA/PLA, and whether, if assessed, all liquidated damages have been paid to the CRA/LA. Such a certificate must be provided within thirty (30) days after the CRA/LA’s approval of the form of estoppel certificate, and may be relied upon by third parties.
Section VIII. Miscellaneous Legal Provisions

(1) This Policy shall become effective upon execution of the LHA/PLA.

(2) This Policy shall be reviewed by the Board within three years after initial adoption to determine whether it achieves the redevelopment objectives of the CRA/RA. If the Board determines that this Policy is not achieving these objectives, or that all responsible parties are not contributing equally to that achievement, it may decide to revise or suspend the Policy.

(3) The provisions of this Policy shall not be applicable where prohibited by Presidential Executive Order, Federal or State law, or where the application would violate or be inconsistent with the terms and condition of a grant or a contract with the agency of the United States, State of California, or the instruction of an authorized representative of any of these agencies with respect to any grant or contract.

(4) Nothing contained in this Policy is intended to supercede the terms of the Wiggins Settlement Agreement.

(5) If any provision of this Policy is declared legally invalid by any court of competent jurisdiction, the remaining provisions shall remain in full force and effect.

ADOPTED APRIL 23, 2008