



**AGENDA  
REGULAR WORKSHOP OF THE  
BOARD OF DIRECTORS**

**WEDNESDAY, AUGUST 2, 2023  
10:00 A.M. PACIFIC TIME**

**AGENCY HEADQUARTERS  
BOARD ROOM  
6075 KIMBALL AVENUE, BUILDING A  
CHINO, CALIFORNIA 91708**

**COURTYARD JERSEY CITY NEWPORT  
LOBBY  
540 WASHINGTON BOULEVARD  
JERSEY CITY, NEW JERSEY 07310**

**VIEW THE MEETING LIVE ONLINE AT [IEUA.ORG](http://IEUA.ORG)  
TELEPHONE ACCESS: (415) 856-9169 / Conf Code: 169 113 791#**

The public may participate and provide public comment during the meeting by joining in-person or by calling the number provided above. Comments may also be submitted by email to the Board Secretary/Office Manager Denise Garzaro at [dgarzaro@ieua.org](mailto:dgarzaro@ieua.org) prior to the completion of the Public Comment section of the meeting. Comments will be distributed to the Board of Directors.

**CALL TO ORDER OF THE INLAND EMPIRE UTILITIES AGENCY BOARD OF DIRECTORS WORKSHOP**

**FLAG SALUTE**

**PUBLIC COMMENT**

Members of the public may address the Board on any item that is within the jurisdiction of the Board; however, no action may be taken on any item not appearing on the agenda unless the action is otherwise authorized by Subdivision (b) of Section 54954.2 of the Government Code. Those persons wishing to address the Board on any matter, whether or not it appears on the agenda, are requested to email the Board Secretary/Office Manager prior to the public comment section or request to address the Board during the public comments section of the meeting. Comments will be limited to three minutes per speaker. Thank you.

**ADDITIONS TO THE AGENDA**

In accordance with Section 54954.2 of the Government Code (Brown Act), additions to the agenda require two-thirds vote of the legislative body, or, if less than two-thirds of the members are present, a unanimous vote of those members present, that there is a need to take immediate action and that the need for action came to the attention of the local agency subsequent to the agenda being posted.

\*A Municipal Water District

1. **WORKSHOP ITEM**
  - A. **PROJECT LABOR AGREEMENTS (POWERPOINT)**
2. **GENERAL MANAGER'S COMMENTS**
3. **BOARD OF DIRECTORS' REQUESTED FUTURE AGENDA ITEMS**
4. **BOARD OF DIRECTORS' COMMENTS**

**ADJOURN**

**Declaration of Posting**

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I, Denise Garzaro, CMC, Board Secretary/Office Manager of the Inland Empire Utilities Agency\*, a Municipal Water District, hereby certify that, per Government Code Section 54954.2, a copy of this agenda has been posted at the Agency's main office, 6075 Kimball Avenue, Building A, Chino, CA and on the Agency's website at [www.ieua.org](http://www.ieua.org) at least seventy-two (72) hours prior to the meeting date and time above.

**In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Board Secretary at (909) 993-1736 or [dgarzaro@ieua.org](mailto:dgarzaro@ieua.org), 48 hours prior to the scheduled meeting so that IEUA can make reasonable arrangements to ensure accessibility.**

**ACTION  
ITEM**

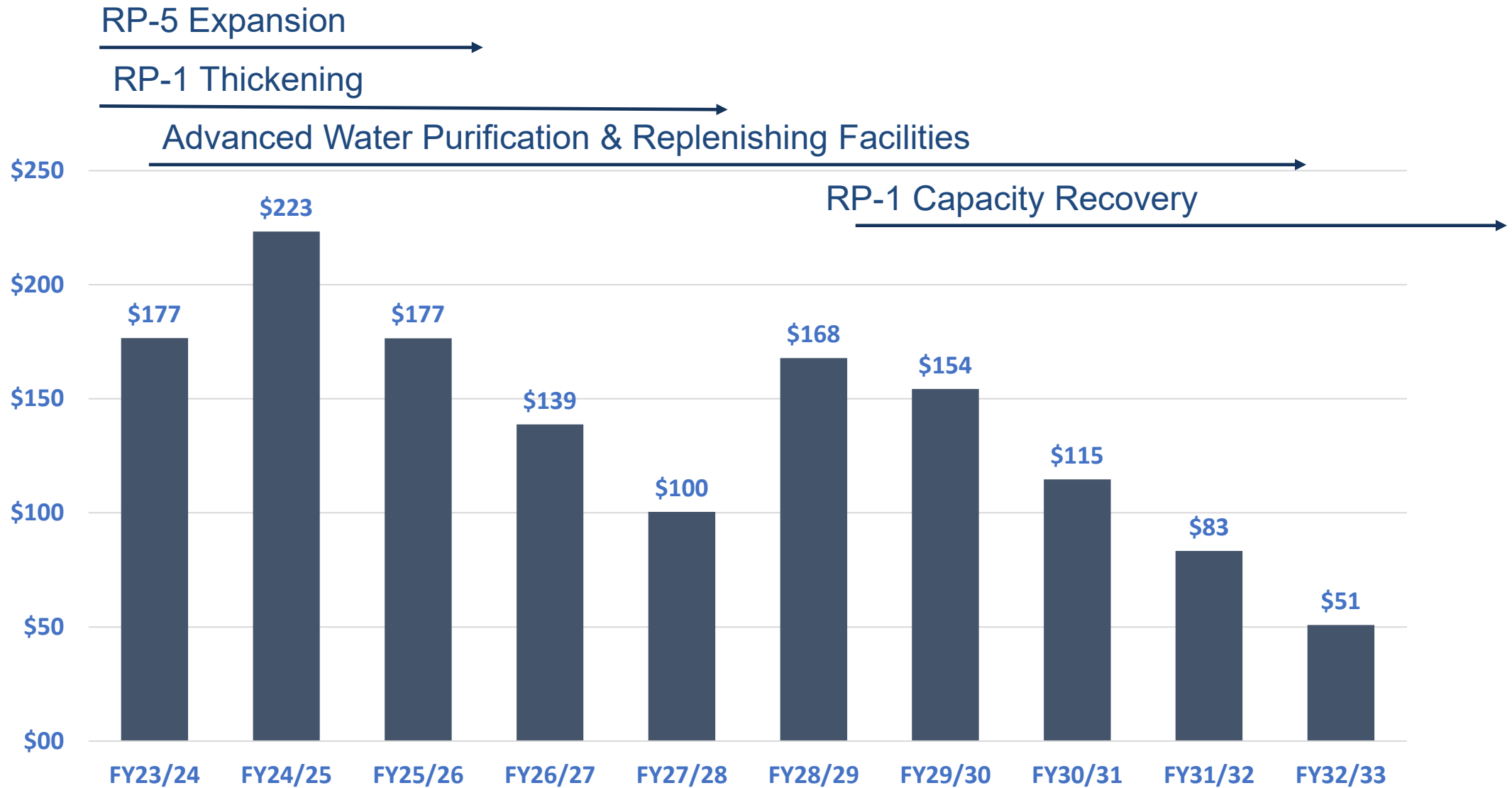
**1A**



# Project Labor Agreements

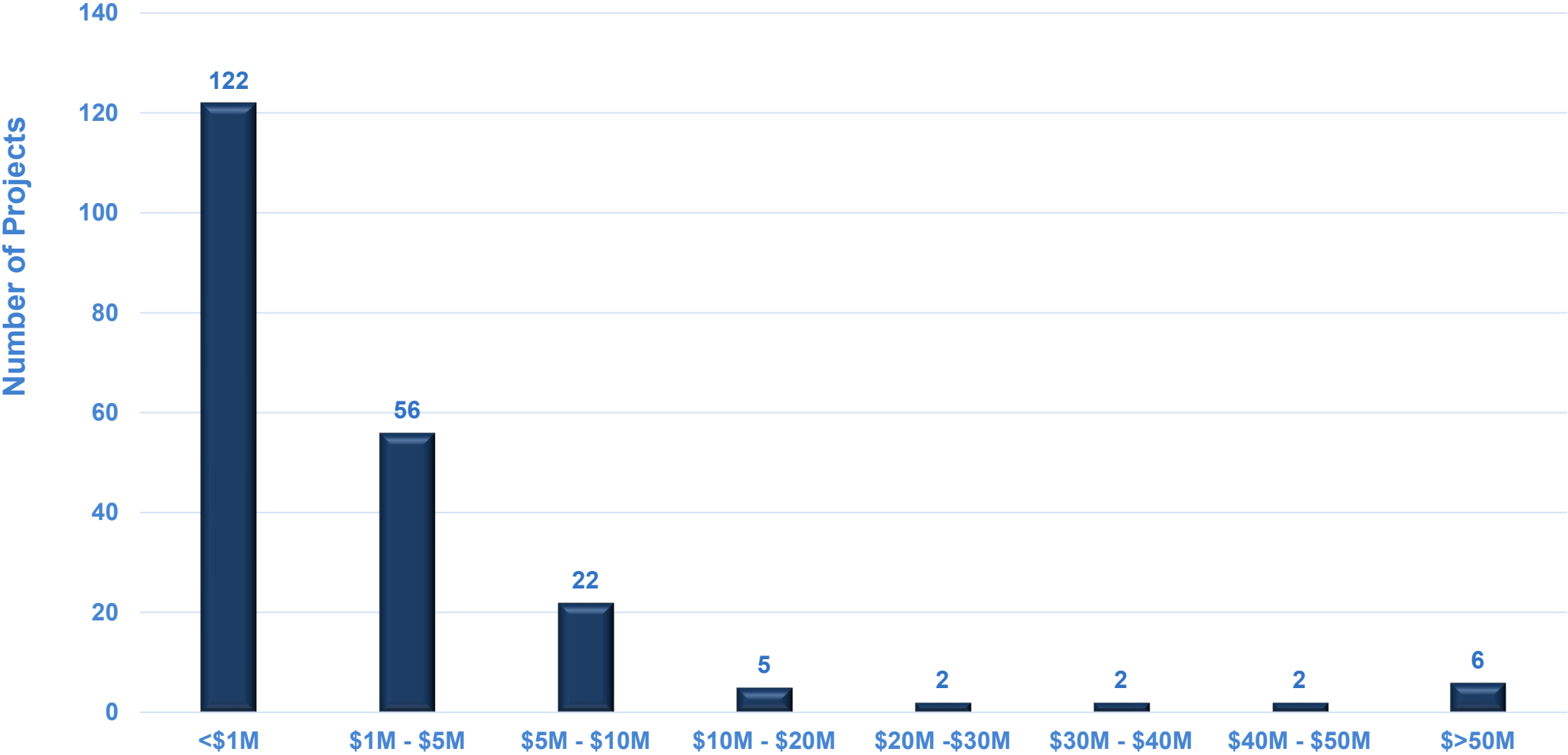
Jerry Burke, P.E.  
Director of Engineering  
August 2023

# Ten-Year Capital Improvement Plan



\*All values rounded to nearest million (\$)

# TYCIP (CBP Components Not Included)





# Project Labor Agreements : Basics

- Negotiated labor agreement between an owner and the signatory construction unions
  - Typical agreement is in the project service area – i.e. San Bernardino County
  - Possible to extend to adjacent areas – i.e. Riverside County, Orange County, etc.
- Effective a specific duration and/or specific construction project(s)
- Awarded contractors become signatory by signing a Letter of Assent

# Project Labor Agreements : Basics

- Open to both union and non-union contractors
- Current prevailing wage requirements
- Supply of qualified and trained craft labor
- Labor harmony
- Expedited labor dispute resolution procedures
- Alcohol and drug testing policy
- Possibly contain additional preferences
  - Local training programs
  - Local worker hiring goals
  - Other worker hiring goals



# Project Labor Agreements : Scope

- Specific project(s)
- Ability to add projects by amendment
  - Expedited process for mutual agreement
  - Board approval required
- Covers
  - Onsite construction craft labor
  - Professional services agreements:
    - Building/Construction Inspector
    - Field Soils Material Testers
    - Surveyors

# Project Labor Agreements : Exclusions

- Employees of the owner
- Most work performed by “non-manual” employees
- Offsite work and hauling to and from the project site
- Consultants and professional services (other than covered inspection and surveying)
- Design teams
- Laboratory work
- Emergency work
- Some types of specialty work, technical equipment, or systems purchased by Owner

# Project Labor Agreements : Union Master Agreements

- Master Agreements are the local labor agreements of each Project Labor Agreement-signatory union
- The Project Labor Agreement supersedes the Master Agreements
- Incorporated by reference in the Project Labor Agreement
- Provisions of the Master Agreements are only applicable when the subject is not otherwise covered by the Project Labor Agreement

# Project Labor Agreements : Union Participation/Subscription Agreements

- For non-union Contractors, the involved Union(s) may require a Participation or Subscription Agreement to be signed at the request of the union benefit funds
- Cannot bind the contractor beyond the terms and conditions of the Project Labor Agreement for each Covered Project
- Contractors are not obligated to sign any other local, area, or national agreement as a condition of performing Project Labor Agreement-covered work

# Project Labor Agreements: Core Workforce for Non-Union Contractors

- Contractors have the right to determine:
  - Competency of all employees
  - Number of employees required
  - Employees to be laid off
  - Reject any applicant referred by a local union for any non-discriminatory reason
- The core employee requirements are only applicable to contractors who are not otherwise directly signatory to a Project Labor Agreement-signatory union
- Core Employees
  - Journeyman or Apprentice
  - Appear on the contractor's active payroll for at least 60 out of the last 120 working days prior to being designated as a Core Employee

# Project Labor Agreements : Additional Preference

- Goal for employment of *local* workers
- Flexible and customizable first tier zip codes to ensure the local needs of each project are met

# Project Labor Agreements : Other Worker Hiring Goals

- Owner can set a percentage goal of specifically defined other type worker hiring goals
- Examples from other Project Labor Agreements called “Transitional Workers”:
  - “Helmets to Hardhats” - Veterans
  - No high school diploma or GED
  - Homeless
  - Former foster youth
  - Custodial single parent
  - Unemployed
  - Receiving government cash or food assistance benefits
  - Income at or below Federal Poverty Level
  - Formerly incarcerated
  - Graduate of MC3 apprenticeship readiness program



# Project Labor Agreements : Small Business Program Considerations

- Unique core employee flexibility for non-union SBEs/DVBEs with 25 or less employees
- “Covered Project list” approach creates opportunities for SBEs/DVBEs to bid on projects that are not covered by the Project Labor Agreement
- Additional resources through the Project Labor Agreement
- Administration team to support Small Business Enterprise (SBEs), Disabled Veteran Business Enterprise (DVBEs), Women Business Enterprise (WBE), etc.



Questions