OVERVIEW

The Riverside Community College District Board of Trustees voted to approve a five-year Project Labor Agreement (PLA) on March 16, 2010. The Agreement covers all RCCD construction projects using $1 million or more in Measure C funds. Twenty-one Inland Empire building craft and construction trade unions are signatories to the Agreement. RCCD is committed to provide accessible contractor technical assistance to promote contractor acclimation and compliance with the Agreement facilitated by RCCD’s PLA Administration Team.

The intent of the PLA is to ensure a joint cooperative effort is made by all parties toward achieving:

- Identification and retention of skilled labor;
- 50% Local Resident Workforce Participation;
- Project Work Cooperation;
- Proactive Peaceful Resolution to All Disputes; and
- Timely, Safe and Economical Execution of construction projects.

Additionally, the PLA was further designed to promote and advance the participation of local businesses within the Inland Empire to actively participate on Measure C projects (and to establish uniform wages, benefits and working conditions for the craft workers employed on applicable projects). For a copy of the PLA please visit: http://www.rcc.edu/community/index.cfm.
WHAT RCCD PROJECTS ARE SUBJECT TO THE PLA?
The PLA is applicable to all RCCD Measure C Projects over $1 million at the three RCCD campuses (Riverside City College, Moreno Valley College and Norco College) and other designated RCCD locations. Bidders are encouraged to review each project’s Notice to Bidders for PLA applicability.

CAN CONTRACTORS USE THEIR OWN CORE EMPLOYEES?
Yes, up to six (6) core employees can be used under the one to one ratio per craft process. A core is defined as an employee who appears on the affected contractor’s active payroll records for 50 of the 100 days prior to the award of the contract.

HOW CAN A CONTRACTOR OBTAIN A FRINGE PLAN EXEMPTION FOR THEIR CORE EMPLOYEES?
To qualify for an exemption, a Bidder’s fringe benefit plan(s) (health, welfare and pension) must meet or exceed the applicable Union fringe benefit individual plan(s) referenced in the Schedule A’s. Bidders must submit their request no later than ten (10) days prior to bid opening to the PLA Administrator at PLA.Administrator@rcc.edu.

HOW CAN THE PLA ADMINISTRATOR ASSIST BIDDERS IN IDENTIFYING LOCAL BUSINESSES?
RCCD’s PLA Administrator can assist Bidders and Prime Contractors in identifying local businesses based on their defined contracting needs by completing and submitting a “Bidders Inquiry Form” to the PLA Administrator at PLA.Administrator@rcc.edu at least seven (7) days prior to bid opening or five (5) days for post award assistance.

HOW IS PRIORITY GIVEN TO LOCAL RESIDENTS FOR PROJECT WORK?
In furtherance of RCCD’s commitment to serve its local residents, the Unions and Contractors agree to first refer qualified journeyperson and apprentice residents of Riverside and San Bernardino Counties for project work.

WHAT CRAFTS AND TRADES ARE CURRENTLY BEING UTILIZED ON RCCD’S PLA PROJECTS?
Contractors are utilizing a number of building crafts and construction trades, including, but not limited to:
- Carpenters
- Laborers
- Operating Engineers
- Electricians
- Painters
- Plumbers
- Cement Masons
- Building Construction Inspectors
- Iron Workers
- Sheet Metal Workers

HOW CAN BIDDERS REQUEST THE USE OF NON-UNION AFFILIATED APPRENTICESHIP PROGRAMS?
A contractor may use a non-union affiliated apprenticeship program provided that the non-union affiliated program has a graduation completion rate greater than or equal to that of the union affiliated apprentice program. The Bidders must submit their request for exemption no later than ten (10) days prior to bid opening to the PLA Administrator at PLA.Administrator@rcc.edu.

WHERE CAN I OBTAIN A COPY OF THE PLA?
The PLA may be obtained at http://www.rcc.edu/community/index.cfm or by contacting RCCD’s PLA Administrator at (951) 328-3707.

ARE PLA PROJECTS SUBJECT TO PREVAILING WAGE?
Yes, California Labor Code Prevailing Wage requirements apply to PLA projects.

HOW IS THIS PROJECT LABOR AGREEMENT DIFFERENT FROM MOST OTHER PLA’S?
1. Calls for a minimum of 50% local resident workforce participation.
2. State approved non-union apprenticeship programs determined to be equivalent to the enrollment and completion rates of State approved union apprenticeship programs are recognized by the PLA.
3. Non-Union Contractors whose fringe benefit plans (health, welfare and pension) meet or exceed the union fringe benefit plans do not have to pay into the union plan. (Refer to Q&A on Contractor Fringe Benefit Exemption.)
4. Ensures that every opportunity is afforded to local businesses to participate in measure C projects.

FOR MORE INFORMATION, PLEASE VISIT http://rcc.edu/bidding_and_contracting/index.asp