

# CITY OF SEATTLE

Contractor Education Primer –

Elliott Bay Sea Wall CWA



# Purpose

Ensure that City of Seattle Capital Improvement Projects provide contractors access to the best trained workforce available, while creating access for Disadvantaged Area Residents.



# What is a CWA or PLA?

- A Project Labor Agreement (PLA) is a contract between the owner or managing entity of a construction project and a set of labor unions.
- It operates a lot like a “job-site constitution,” establishing worksite conditions, project execution and protocol to resolve labor disputes without resorting to strikes and lockouts.
- Most PLA’s include community workforce (CWA) goals that increase access to construction jobs for veterans, local residents, disadvantaged workers, and small businesses.

# Program Overview (CWA):

Community Workforce Agreement (CWA) provides the following framework:

## I. **15% Apprenticeship Utilization:**

- 21% of Apprentices hours must be minorities
- 12% of Apprentices hours are women

## II. **Employment Diversity**

- 15% of the total workforce must be of economically distressed zip codes
- 12% of project hours must be performed by women
- 21% of project hours must be performed by persons of color

# Program Overview (CWA) Cont'd:

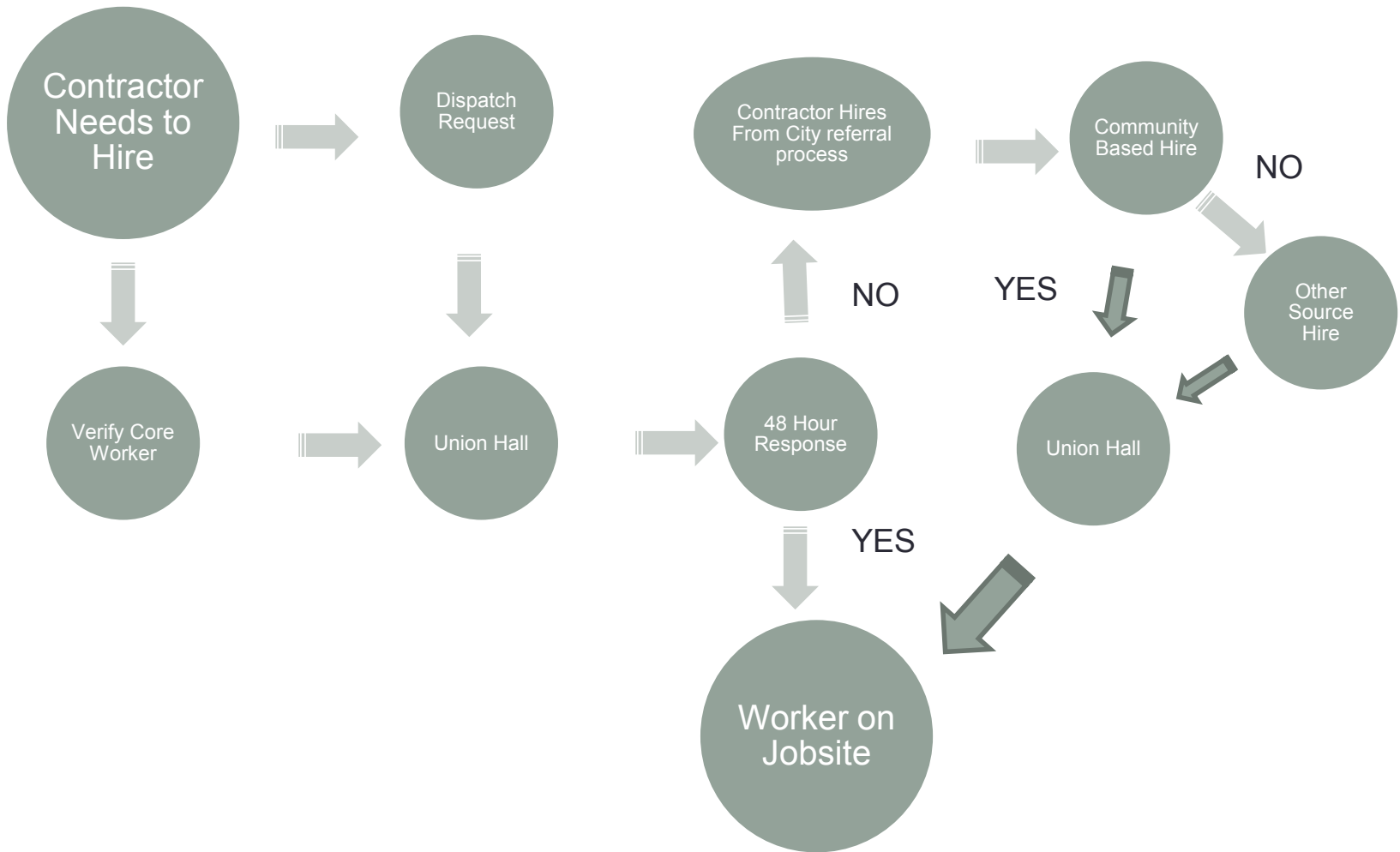
## III. Preferred Entry Program

- 1 of 5 apprentices must be from a pre-apprenticeship training program

## IV. Reporting – Simplified Electronic Submission

- Review Compliance Checklist (in handout)
- Apprenticeship Utilization Reporting
- Certified Payroll Reporting
- Web/training support (required)
- 24 telephone support

# Referral Process



# FAQ: Elliott Bay Sea Wall CWA

**Do I have to become a UNION contractor to get work under a PLA/CWA?**

**Article II Section 1 & 4 – NO.**

**Do my employees have to be union members to work on the PLA project?**

**Article III Section 3 – NO.**

**What is a “CORE” Employee?**

**Article VIII Section 11 – Min of 1200 hours in prior 18 mo. plus on active payroll 60 days prior to start on project. Meet journey level requirements for craft plus hold required lic., certs, etc.**

# FAQ: Elliott Bay Sea Wall CWA

**How many CORE employees can open-shop contractors bring to the job?**

**Article VIII Section 10 - The first 2 (two) workers. Everyone else goes to the hall.**

**My pay packages include employee medical and pension, do open-shop contractors have to pay into union sponsored plans?**

**Article VIII Section 14 – Core workers may be exempted through the waiver process – download the form and see if you meet the criteria. Unions will review and accept benefit packages that meet or exceed the prevailing wage requirements for your core workers.**

**Who do I call if I have Issues or Questions?**

**GC/CM – Mortenson-Manson or City of Seattle FAS Labor Equity**



# Stay in front of issues

- **Plan your manpower utilization for the project**
- **Identify Core Workers who meet CWA goals and assign to project at project start**
- **Compliance training for staff (as required)**
- **Submit Certified Payroll on time**
- **Monitor your company's performance**
- **Don't get behind! You won't catch up!**
- **Ask for help.**

# QUESTIONS?

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