



VALLEY WATER

PROJECT LABOR AGREEMENT

This project is subject to the Project Labor Agreement (PLA) between Valley Water and the Santa Clara & San Benito Counties Building and Construction Trades Council (BTC). Prospective bidders should assume that the PLA applies to all project work when preparing their bids.

The bidder awarded this contract will be required to perform the following PLA tasks before starting work at the project site:

STEP ONE

- ☒ The prime contractor will collect an executed Agreement to be Bound (Addendum A) from all subcontractors of every tier.
- ☒ The prime contractor will complete a Work Assignment Matrix that will include information about all contractors and subcontractors of every tier and will detail their scope of work, and preliminary union assignment.

STEP TWO

- ☒ The prime contractor will email the completed Work Assignment Matrix form and all executed Agreements to be Bound to the BTC.
- ☒ The BTC will coordinate with the prime contractor and union affiliates to schedule a mandatory Pre-Construction Conference (Conference).

STEP THREE

- ☒ Representatives for the prime contractor and subcontractors of every tier will participate in the Conference conducted by the BTC.

STEP FOUR

- ☒ The prime contractor and the subcontractors who have participated in the Conference and had their work assigned to a union will be able to begin work at the project site.



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PRE-CONSTRUCTION CONFERENCE

The primary purpose of the Conference is to discuss union craft assignments for every contractor performing covered work on the project.

Participation in a Pre-Construction Conference (Conference) is required before the prime contractor and any subcontractor can begin performing “covered work” at the project site. Covered work is defined in the PLA in Article 2.3. A subcontractor must first execute an Agreement to be Bound and be listed in the Work Assignment Matrix that the prime contractor prepares for the BTC before the Conference.

The Conference is normally conducted via a Zoom video conference call but can also be conducted via email. A representative for each contractor is required to attend the Conference along with representatives from participating unions when a video conference is held.

The BTC announces each contractor and related scope of work listed in the Work Assignment Matrix and participating unions may ask contractor representatives questions about their work tasks. The BTC then announces union assignments for each contractor’s scope of work and the union(s) will formally accept the assignment.

The Community Workforce Coordinator also attends the Conference to cover Targeted Hire Agreement requirements that apply to contractors performing at least \$250,000 of work on this project.

The BTC can schedule a supplemental Conference to accommodate subcontractors who are unable to participate due to scheduling conflicts.