Los Angeles Unified School District
Construction Information Sheet
Project Stabilization Agreement

1. Who are the parties to the agreement?
The Project Stabilization Agreement (PSA) is a collective bargaining agreement between the Board of Education of the Los Angeles Unified School District and
- The Los Angeles/Orange Counties Building and Construction Trades Council and the signatory Craft Unions.

2. What are the purposes of the PSA?
- Prevention of work stoppages or slowdowns throughout the project construction period.
- To provide for efficient and effective procedures for construction, including assurances of a sufficient supply of skilled craft persons and a standardized grievance procedure when matters do arise.
- To encourage contracting with disadvantaged minority-owned and women-owned businesses for portions of the work.
- To provide for worker hiring from the local geographical labor pool when practicable.

3. What is the Union’s role under the PSA?
- To be the sole and exclusive bargaining representative of all craft employees.
- To coordinate with the contractors to maintain a stable labor relations environment.

4. What must all contractors do under the PSA to qualify for construction contracts?
- Sign the PSA letter of assent as a condition of award.

5. How, in general, will construction workers be hired under the PSA?
- Trades employees will be referred to the job through the union halls.
- If the union can’t fulfill an employee requisition within 48 hours (excluding Saturdays, Sundays and holidays), the Contractor may employ applicants from other available sources per the PSA.
- A specialty or sub-contractor may employ, as needed, first, a member of his core workforce, then an employee through a referral from the appropriate union hiring hall, and so on until a maximum of five core employees are employed, after which all further employees shall be employed pursuant to the other provisions of Article 3 of the PSA.
A general and/or multi-trade contractor (not engaged in specialty work) may first employ his core workforce prior to utilizing the referral procedures. The core workforce will be comprised of those employees whose names appeared on the contractor’s active payroll for fifty of the one hundred working days before award of Project Work to the contractor; who possess any license required by state or federal law for the Project Work to be performed; who has the ability to safely perform the basic functions of the applicable trade; and who are residents of the District on the effective date of this Agreement, or have been residents of the District for the one hundred working days prior to the award of Project Work to the contractor.

6. What will all workers be paid under the PSA?
   ❖ Prevailing wages as determined by the State.

7. What, under the PSA, can the Contractor do if the unions aren’t able to refer qualified minority or female applicants “to satisfy the Contractor’s good faith effort projection as covered in their specification”?
   ❖ Working with the Subcommittee local hiring, the unions will, after their out of work lists are exhausted, use community-based organizations or State-approved apprenticeship or training programs as a “first source” for hiring qualified or qualifiable local residents, especially applicants from groups that have been historically disadvantaged in construction industry employment opportunities, before recruiting from other local unions.
   ❖ Employ such qualified applicants from other available sources per the PSA.

8. What, under the PSA, will the Contractor and the Union do to encourage hiring in the geographical market?
   ❖ The local unions will do everything they can to recruit sufficient numbers of qualified workers.
   ❖ The Unions agree to encourage the referral and hiring of qualified residents as journeymen, apprentices and trainees.
   ❖ Training programs are established by local unions which encourage local participation.

9. What provision does the PSA make for an apprentice program?
   ❖ Apprentices may comprise up to thirty percent (30%) of each craft’s work force at any time.

10. What provision does the PSA make for settling grievances and disputes?
   ❖ Strikes, work stoppages, slowdowns, or other disruptive activity arising out of any dispute or negotiation of local collective bargaining agreements are not allowed.
   ❖ Expedited procedures are established to enforce the no strike/no lockout commitment.
   ❖ Regular monthly labor-management meetings are established to resolve potential disputes.
   ❖ Standardized grievance/jurisdictional procedures are in place for all contractors and unions.

11. What is Parsons role regarding the PSA?
   ❖ Parsons role is to oversee and administer the PSA. Parsons will assist, when requested as a mediator or required by the PSA, in disputes and grievances between contractors and unions. Parsons will also establish a strong communication with labor relations representatives from the general contractor and business agents with the local unions.