Project Labor Agreement

Pre-Bid Meeting

October 2026

CITY OF LONG BEACH

LONG BEACH ECONOMIC DEVELOPMENT & OPPORTUNITY



PROJECT LABOR AGREEMENT REQUIREMENTS

LONGBEACH ECONOMIC DEVELOPMENT & OPPORTUNITY

Union vs Non-Union Contractors: Both Union and Non-Union Contractors are eligible to bid and win the award of Public Works Contracts that are subject to the PLA. Non-Union Contractor Core workforce may still be used on a 1:1 ratio per craft.

Letter of Assent: By accepting the award of a construction contract for the project as a contractor or subcontractor, the contractor/employer agrees to sign the Letter of Assent and be bound by each and every provision of the PLA.

Union Trust Fund Subscription Agreements: Shall be signed by non-union contractors with the appropriate union trust fund(s) to cooperate for this project without becoming signatory to the union.

PLA Pre-Con/Pre-Job Conference: A PLA Administrator will be assigned to the project after award which will review the PLA in detail to assist with compliance. Each prime contractor will conduct a pre-job conference with the unions prior to commencing work.

Certified Payroll Reports: All contractors will use LCPTracker to submit certified payroll reports and other Labor Compliance and PLA documentation. Proper prevailing wage payments and documentation are required for invoice payment.

PROJECT LABOR AGREEMENT REQUIREMENTS CONTINUED

LONGBEACH ECONOMIC DEVELOPMENT & OPPORTUNITY

Fringe Benefit Contributions to be made on behalf of craft workers to union trust fund(s).

Craft Worker Hiring Procedure requires non-union contractors to follow an alternating referral procedure between core employees and union referrals:

Contractor's Core Workforce	Union Referral
1st employee (core)	2nd employee (union)
3rd employee (core)	4th employee (union)
5th employee (core)	6th employee (union)
7th employee (core)	8th employee (union)
9th employee (core)	10th employee(union)

PLA WORKER UTILIZATION GOALS

- 40% of all hours of Project Work shall be performed by Local Residents within zip codes specified within Attachment B.
- 10% of total hours worked shall be performed by Transitional Workers and/or veterans and requires completion of a form to determine qualification for each worker.
- Apprentices – There is a 30% Apprentice goal for each craft/workforce
- Contractors must document all good faith efforts made to locate and hire Local Residents including copies of facsimile transmittals to the Jobs Coordinator.
- Jobs Coordinator – Required for all PLA projects. The Jobs Coordinator will work closely with staff, the trades and contractors to meet all hiring goals.
- Outreach to Helmets to Hardhats and partnerships with local pre-apprenticeship programs and union apprenticeship programs.

Thank You!

Nicholle Moore – Project Labor Agreement Administrator

562-570-7158

Nicholle.Moore@longbeach.gov

Sokko Kong – Project Labor Agreement Coordinator

562-570-3728

Sokko.Kong@longbeach.gov

CITY OF LONGBEACH

LONGBEACH ECONOMIC DEVELOPMENT & OPPORTUNITY

longbeach.gov