

COMMUNITY BENEFITS AGREEMENT (CBA) REQUIREMENTS



Union Participation

Union Signatory Contractors – Have an existing agreement with signatory union to exclusively use workers from that union

- Verify contractor has an agreement with a union signatory to the CBA
- Will need to register workers through CBA signatory union

Non-Union Contractors – must sign a one-time project agreement that will allow for use of some of their core workers but also requires use of union workers

CBA Union Signatories:

- Heat & Frost Insulators (Local 5)
- Boilermakers (Local 92)
- Bricklayers & Allied Craftworkers (Local 4)
- Cement Masons (Local 500)
- Drywall Finishers Local 36 / DC36
- Electrical Workers (IBEW Local 477)
- Elevator Constructors (Local 18)
- Iron Workers (Local 416)
- Iron Workers (Local 433)
- Laborers (Local 783)
- Laborers (Local 300)
- Laborers (Local 1184)
- Landscape/Irrigation (Local 345)
- Operating Engineers (Local 12)
- Painters & Allied Trades (Local 775 / DC 36)
- Pipe Trades (Plumbers Local 364)
- Pipe Trades (Sprinkler Fitters Local 669)
- Plasterers (Local 200)
- Plaster Tenders (Local 1414)
- Resilient Floor & Decorative Covering (Local 1247)
- Roofers & Waterproofers (Local 220)
- Sheet Metal Workers (Local 105)
- Teamsters (Local 166)
- Southwest Regional Council of Carpenters

Coverage

What's Covered by the CBA?

The term "Project" or "Project Work"

Construction, Repair, Upgrade, Renovation, Modernization, Expansion, Rehabilitation and Improvement work and new construction projects which exceed the thresholds set forth in Section 2.2

- Measure "M"
- Measure "CC"
- > \$1 Million

Coverage

Rule of Thumb

- If they pick up a tool on site to benefit the project, they are most likely covered
- If it is a scope covered by prevailing wage, then it is covered by the CBA

Regardless of Contract Type:

- Professional Services
- On Call
- Consultants
- Handshake

* “...work of non-manual employees”

Exclusions

Excluded Scopes

Off site lab testing

Prefabricated equipment/furnishings/buildings (unless a dedicated site)

Not excluded

Building/Construction Inspector and Field Soils and Materials Testers (Inspectors)

Prevailing Wage

- ❑ The payment of prevailing wage rates is required on all Public Works project of \$1,000 and more, pursuant to Labor Code Section 1774.
- ❑ DIR Registration –
 - Projects over \$25,000
 - \$15,000 for Maintenance
- ❑ Prevailing Wage Determination – Bid Advertised date vs Contract Award for Design Build
- ❑ Contractors Submit Payroll to both the DIR & The Solis Group

Prevailing Wage + CBA Documents

Document Submittals

- LCP Checklist
- DAS 140
- Craft Request Form
- Fringe Benefit Statement
- Proof of Fringe Benefit Payment
- Public Works Affidavit

CBA Requirements



Pre-job conferences

Pre-job conferences

All contractors are required to disclose each scope of work to be performed at a Pre-job conference

CBA Administrator Facilitates meeting

Required attendees:

- All union locals
- All contractors and subcontractors
- Construction manager
- District (optional)

Pre-job conferences

Union Assignments:

Scopes being performed by each contractor/subcontractors need to be assigned to the corresponding union

Examples:

- “Concrete” is assigned to the Cement Masons Union
- “Electrical” to the IBEW

One scope can overlap a couple of unions

- Example: “Concrete” –
 - Forms – SW carpenters, Cements Masons
 - Structural Concrete – Contains Rebar claimed by Ironworkers Workers
 - “Strike off” – claimed by the Laborers

Union Assignments

Contractor/Union Relationship

Contractor free to assign work to whatever union as they see fit

Union must acknowledge and accept assignment

Assignment carries throughout the project

Union Signatory Contractors

- Will refer all workers from union hiring hall

Non-Union Contractor

- Once assignment is made will need to coordinate with union to sign agreement
- Register any core workers

Employment of Local Residents

50% Local positions:

91701 - Rancho Cucamonga	92211 - Palm Desert	92345 - Hesperia	92405 - San Bernardino	92532 - Lake Elsinore
91708 - Chino	92220 - Banning	92346 - Highland	92407 - San Bernardino	92551 - Moreno Valley
91710 - Chino	92223 - Beaumont	92350 - Loma Linda	92408 - San Bernardino	92553 - Moreno Valley
91711 - Claremont	92234 - Cathedral City	92354 - Loma Linda	92410 - San Bernardino	92555 - Moreno Valley
91730 - Rancho Cucamonga	92260 - Palm Desert	92357 - Loma Linda	92411 - San Bernardino	92557 - Moreno Valley
91737 - Rancho Cucamonga	92262 - Palm Springs	92358 - Lytle Creek	92415 - San Bernardino	92562 - Murrieta
91739 - Rancho Cucamonga	92264 - Palm Springs	92359 - Mentone	92418 - San Bernardino	92563 - Murrieta
91758 - Ontario	92270 - Rancho Mirage	92373 - Redlands	92501 - Riverside	92590 - Temecula
91761 - Ontario	92310 - Fort Irwin	92374 - Redlands	92503 - Riverside	92591 - Temecula
91762 - Ontario	92311 - Barstow	92376 - Rialto	92504 - Riverside	92592 - Temecula
91763 - Montclair	92313 - Grand Terrace	92377 - Rialto	92505 - Riverside	92860 - Norco
91764 - Ontario	92315 - Big Bear Lake	92382 - Running Springs	92506 - Riverside	92879 - Corona
91765 - Diamond Bar	92316 - Bloomington	92392 - Victorville	92507 - Riverside	92880 - Corona
91766 - Pomona	92320 - Calimesa	92394 - Victorville	92508 - Riverside	92881 - Corona
91767 - Pomona	92324 - Colton	92395 - Victorville	92509 - Riverside	92882 - Corona
91768 - Pomona	92335 - Fontana	92399 - Yucaipa	92518 - March Air Reserve Base	92883 - Corona
91784 - Upland	92336 - Fontana	92401 - San Bernardino	92521 - Riverside	
91786 - Upland	92337 - Fontana	92403 - San Bernardino	92522 - Riverside	
92210 - Indian Wells	92344 - Hesperia	92404 - San Bernardino	92530 - Lake Elsinore	

Disputes

Grievance Procedures

- Step 1 – affected parties communicate issues
- Step 2 – affect party issues grievance in writing,
 - CBA Coordinator schedules a meeting to mediate
- Step3 – Arbitration

The Solís Group

- ❑ CBA Administration
 - Meetings, tracking, document collection, reporting
- ❑ Coordination with unions, contractors, subcontractors, workers
- ❑ Mediate disputes
- ❑ Labor Compliance
- ❑ Resource

The Solís Group

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The Solís Group

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Thank You – Q & A

