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**From:** Dave Everett <daveleoneverett@gmail.com>  
**Sent:** Monday, September 27, 2021 10:58 AM  
**To:** CityManager; City.Attorney@costamesaca.gov; CITY CLERK; ESTECOC, LIDIAN; PRICE, SUSAN; HARPER, DON  
**Subject:** A "Community Workforce Agreement" Is Bad For Costa Mesa, Bad For Union Members & Restricts The Use Of Minority Contractors On Public Projects  
**Attachments:** To Sort 04232018.jpg; PLA\_Worker\_Cost04232018.jpg; Why CWA\_PLA IsBad4CM\_Sent2CostaMesaCityStaff\_2021Sept27.pdf

As city staff discuss the Community Workforce Agreement during today's Strategic Planning event, please review the information below on the many problems with CWAs / PLAs. Hopefully staff has a chance to review it as they discuss the Community Workforce Agreement during today's Strategic Planning event. I look forward to scheduling a time soon to go through this info with the appropriate city staff. Thanks!

Dave Everett  
Western Electrical Contractors Association  
(949) 346-4665 cell  
[DaveLeonEverett@gmail.com](mailto:DaveLeonEverett@gmail.com)

## **Why A "Community Workforce Agreement" Is Bad For Costa Mesa, Bad For Union Members & Restricts The Use Of Minority Contractors On Public Projects**

September 27, 2021

I'm writing today as a Costa Mesa resident who represents the Western Electrical Contractors Association here in Southern California. The Western Electrical Contractors Association (or WECA for short) is a statewide nonprofit organization serving merit shop electrical contractors & their employees.

WECA offers federal and state-approved Commercial, Residential, Low-Voltage Electrical Apprenticeship programs, an Electrical Trainee program, and offers workforce development to the electrical and low voltage fields. WECA has a training facility right here in Southern California, so I appreciate you taking the time to review this material.

I noticed on the City's "SIX-MONTH STRATEGIC OBJECTIVES" chart from Jan 29th through July 31 (Updated July 2021)\* that the City is considering a proposed "Community Workforce Agreement," - otherwise known as a Project Labor Agreement or a PLA.

WECA strongly opposes government -mandated PLAs on public construction projects. Anti-competitive PLAs are special interest schemes that end open, fair and competitive bidding on public works projects. Typical PLAs are pre-hire contracts that require projects to be awarded only to contractors and subcontractors that agree to obtain apprentices exclusively from union apprenticeship programs.

Less competition and archaic and inefficient union rules increase the cost of construction projects subject to PLAs. According to the most recent data from the U.S. Department of Labor's Bureau of Labor Statistics, only 14 percent of the 2020 U.S. private construction workforce belongs to a union. This means PLAs discriminate

against more than eight out of 10 construction workers who would otherwise work on construction projects if not for a PLA. Plus they come with a long list of other problems for taxpayers.

A Project Labor Agreement or “Community Workforce Agreement”(It doesn’t matter what you call it, the language is always the exact same) discriminates against 8 out of 10 construction workers and raises the cost of construction 13-15%. The bids cost more. A project that would get 25-30 bids would get only 4-5 with a PLA, so the bids come in at a higher price.

To further illustrate that point, I have attached the most comprehensive study ever done on PLA’s – “Measuring the Cost of Project Labor Agreements on School Construction in California.” National University System Institute for Policy Research, By Vince Vasquez, Dr. Dale Glaser, and W. Erik Bruvold. This study has been peer-reviewed and authenticated by the University of Southern California (USC) also.

Another unforeseen consequence of PLAs is that PLAs actually hurt the ability of unions and union members to strike. Just last week in Seattle, the carpenters wanted to strike, but they were limited by PLAs. “More than 2,000 members of the Northwest Carpenters Union continued their biggest strike since 2003 on Tuesday, driving their work stoppage against the Associated General Contractors of Washington to its fourth day, and one worker called for an unsanctioned wildcat strike Wednesday morning. Carpenters walked picket lines Tuesday demanding better pay and benefits in six locations across the greater Seattle area at jobsites for major tech companies including Amazon, Microsoft, Google and Facebook. But work continued on some of the city’s biggest projects, such as the Climate Pledge Arena, Sound Transit light rail and the Washington Convention Center, which have project labor agreements in place that prohibit strikes. More than 10,000 non-striking workers at those projects will have to contribute two hours of pay each day to support their striking fellow union members. One union member called for a wildcat strike at a Conco project Wednesday morning, but the carpenters union made clear it wasn’t endorsing the action. “This is not a sanctioned NWCU picket and we do not support this action,” the Northwest Carpenters Union said on its website Wednesday morning... **“Workers are frustrated at the number of PLAs — 45 in total — at jobs in the region because they reduce workers’ bargaining power.** “When you can’t strike over half the jobs that you’re working on, what use is a union?” Local 30 journey worker Jason Bartos told Labor Notes. “All we have is the ability to withhold our labor.” <https://www.constructiondive.com/news/seattle-carpenters-strike-but-are-limited-by-plas/606963/>

Ultimately, we all know that discrimination is wrong. Forbes has a great piece how PLAs are obviously discriminatory and how “No one can really argue with a straight face you’re going to get better work at a lower price from union contractor.” Minority contractors say PLA agreements perpetuate the discrimination that has long pervaded construction unions. In an affidavit submitted to the court, Harry C. Alford, president of the National Black Chamber of Commerce, said about **98% of black and Latino-owned construction companies are non-union and PLAs restrict the use of minority contractors on public projects.** <http://www.forbes.com/sites/danielfisher/2013/11/15/lawsuit-asks-should-taxpayers-pay-more-for-labor-peace/>

Also attached is some information to point out how the unions will not meet their minority, women, veterans, or local hire goals. They rarely to never meet these “goals” and there is no penalty if they do not meet the “goals.” In L.A. Mayor Villraigosa pointed out that despite minority hiring goals, no black workers had been hired. Of course they didn’t meet their phony hiring “goals.” **The point of a PLA is to hire the next union guy in line - not to meet minority hiring goals.** (Or veteran goals or local goals or women goals...etc. All can be met without a PLA and as this story illustrates – nothing in a PLA ensures those goals are met.) In Lodi, an energy plant with a bunch of union “goals” to hire veterans hired no veterans. These are just two of dozens stories like this. The City of Baltimore and Carson have Democrat councilmember’s realizing how fake these goals are and how politically difficult it is to explain those failures during election time. If the board is really interested in local hiring goals, we worked with the overwhelmingly Democrat majority at San Bernardino Community College to establish a local

hire policy that allow union and non-union workers to participate without discrimination. If you are interested, I'd be happy to get a copy of that policy for you that achieved 71% local hire.

Lastly, because SB776 passed in 2014 by the California Legislature, there will be very little to no monitoring to see if the unions comply with the PLA. I have included information from a 2014 press release that shows Orange County union contractors cheated 70 construction workers over \$91,000 in back wages. I will leave you with some easy to digest, pertinent material regarding PLAs:

1. Here is a link to a video about PLA's called, "Not What We Need": [http://youtu.be/3ITdRvoG\\_Kc](http://youtu.be/3ITdRvoG_Kc)
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Please oppose this wasteful, discriminatory PLA. **86% of construction workers are non union.** The public deserves to know how their tax money is going to be spent. Please call my cell phone at (949) 346-4665 or email me at [DaveLeonEverett@gmail.com](mailto:DaveLeonEverett@gmail.com) if you have any questions I may be able to assist with. I look forward to working with you to save our city millions of dollars on future construction and provide even more state-of-the-art facilities to assist our community. Thank you.

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----- Forwarded message -----

From: **Dave Everett** <[daveleoneverett@gmail.com](mailto:daveleoneverett@gmail.com)>  
Date: Thu, Jul 29, 2021 at 12:44 PM  
Subject: Is CWA agenda item before the Council this next City Council meeting on August 3, 2021?  
To: <[CityClerk@costamesaca.gov](mailto:CityClerk@costamesaca.gov)>, <[CityManager@costamesaca.gov](mailto:CityManager@costamesaca.gov)>  
Cc: <[City.Attorney@costamesaca.gov](mailto:City.Attorney@costamesaca.gov)>

Hi. My name is Dave Everett and I am a Costa Mesa resident who represents the Western Electrical Contractors Association (WECA) here in SoCal.

I noticed on the City's "SIX-MONTH STRATEGIC OBJECTIVES" chart from Jan 29<sup>th</sup> through July 31 (Updated July 2021)\* that regarding the City's proposed "Community Workforce Agreement" that beginning this month "staff is arranging a meeting between the City and stakeholders to discuss the Community Workforce Agreement for late July 2021."

I had some quick questions:

1. Did the stakeholders AGAINST the Community Workforce Agreement (CWA a.k.a. Project Labor Agreement or PLA) get invited to this Costa Mesa meeting between the City and stakeholders?

2. If not, WECA would love to sit down with staff and highlight briefly our concerns with this costly and discriminatory proposal? Would the City staff have an available time and day for such a meeting?

3. A final vote on the CWA/PLA is coming soon, obviously. Do you have a date that you expect the CWA to be on the City Council agenda for a vote?

4. Finally, I just wanted to see if this agenda item will be before the Council this next City Council meeting on August 3, 2021?

Thank you and please let me know if you have any questions about my request. I look forward to talking with you soon.

Dave Everett

Western Electrical Contractors Association (WECA)

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\*A copy of the page of the City's "SIX-MONTH STRATEGIC OBJECTIVES" chart from Jan 29<sup>th</sup> through July 31 (Updated July 2021) is attached to this email. A link to the full document is here: <http://ftp.costamesaca.gov/costamesaca/council/agenda/2021/2021-07-20/CC-5-Attach-1.pdf>

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**PAY WITHOUT A PLA:**

**\$61.45 PER HOUR X 40 HOURS PER WEEK  
X 4 WEEKS X 3 MONTHS  
= \$29,496**

**PAY UNDER A PLA:**

**\$39.96 PER HOUR (BASE PREVAILING WAGE PAY)  
X 40 HOURS PER WEEK  
X 4 WEEKS X 3 MONTHS  
= \$19,180.80**

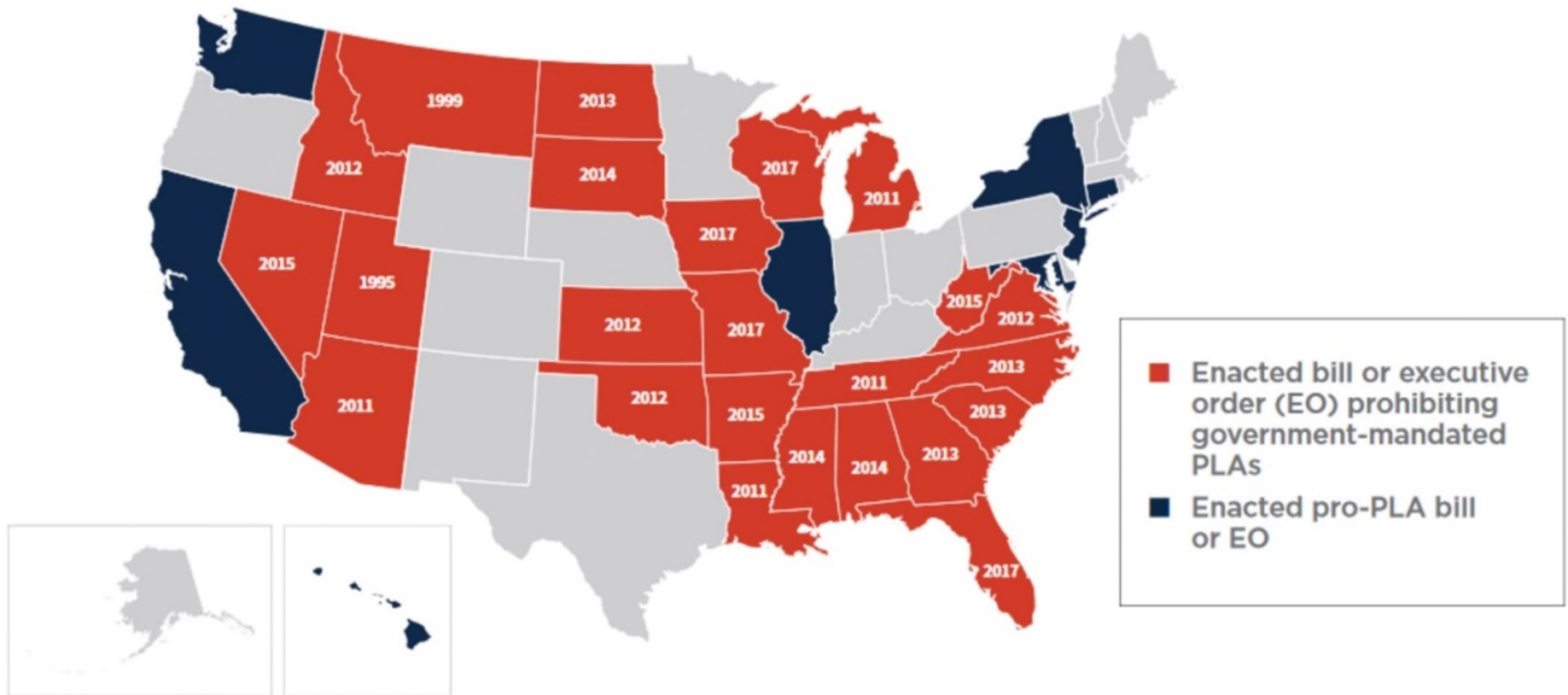
**\$29,496 > \$19,180.80**

**PLAs Cost Non-Union Construction Workers Over \$41,260 /yr**

**([tinyurl.com/ybqkywoh](https://tinyurl.com/ybqkywoh))**

# PLAs Are So Wasteful That Nearly **Half** of the United States **Bans** These Special Interest Deals On State Construction!

TruthAboutPLAs.com



**Cost Taxpayers 13-15% More.**  
([tinyurl.com/6pek7mc](http://tinyurl.com/6pek7mc))

**Cost Non-Union Construction Worker Over \$41,000/yr.**  
([tinyurl.com/ybqkywoh](http://tinyurl.com/ybqkywoh))