

**Employment Hiring Plan Acknowledgement**

for Department of Public Works – Project Labor Agreement (DPW-PLA) projects

Project Name: \_\_\_\_\_

Contractor Name: \_\_\_\_\_

I, \_\_\_\_\_, am authorized to represent the above named contractor, and have read and fully understand all the requirements set forth in the DPW-PLA and Public Works Infrastructure Stabilization Policy (Policy) concerning PLA and Target Hiring Guideline.

Prior to Start of Work

- I had/will have dialog with affected craft union(s) prior to commencement of work to determine craft personnel needs, schedule of work for the contract and all other matters as described in the DPW-PLA and Policy.

Referral

- I understand that the Union(s) shall be the primary source of all craft labor employed on the project. In the event that referral facilities maintained by the Unions are unable to fill the requisition based on the timeline set forth in the DPW PLA, Article VII, I shall be free to obtain work persons from any other source. I understand that I am still responsible for complying with the conditions of the Targeted Hiring Goals set forth in the DPW-PLA and Policy.
- I will only use the Craft Request Form in the DPW-PLA to request workers from the affected Union(s) and transmit a concurrent Craft Request transmittal to the Jobs Coordinator (if applicable) as mentioned in the DPW-PLA and Policy.
- I understand that I may employ my core worker(s) by the procedures set forth in the DPW-PLA, Article VII. One Core Worker shall be selected and one worker from the hiring hall of the effected trade or craft and this process shall repeat until my needs are met or until I have hired ten (10) core workers for the craft, whichever occurs first. Thereafter, all additional employees in the affective craft will be requisitioned from the hiring hall.

Targeted Hiring Goals

- I will keep detailed documentation of my compliance efforts for the Targeted Hiring Goals as mentioned in the DPW-PLA, Article VII.
- At least 30% of the total hours worked on the project will be performed by Local Residents. A Local Resident is defined as an individual living within the Tier 1 or Tier 2 zip codes. Before employing worker(s) from Tier 2 zip codes, the available pool of Local Residents whose primary place of resident is within Tier 1 zip codes must first be exhausted.

\_\_\_\_\_ (Total Estimated Hours) x 30% or more = \_\_\_\_\_ (Local Resident Hours)

- At least 20% of total hours worked on the project shall be performed by apprentices; however the hours performed by apprentices in each individual craft shall not exceed the apprentice to journeyman ratio established by the California Division of Apprenticeship Standards. A minimum of 50% of all apprentice hours shall be performed by Local Residents.

\_\_\_\_\_ (Total Estimated Hours) x 20% or more = \_\_\_\_\_ (Apprentice Hours)

\_\_\_\_\_ (Apprentice Hours) x 50% or more = \_\_\_\_\_ (Local Apprentice Hours)

- At least 10% of total hours worked on each project shall be performed by City of Los Angeles residents classified as Disadvantage Worker as described in the DPW-PLA. Hours worked by a Disadvantaged Worker who is also a Local Resident may be applied towards the 30% Local Resident goal.

\_\_\_\_\_ (Total Estimated Hours) x 10% or more = \_\_\_\_\_ (Disadvantage Hours)

By signing this document, I hereby affirm that the above named contractor will fully comply with all the local, apprenticeship and disadvantage hire requirements as set forth in this document.

\_\_\_\_\_  
Signature of Contractor Representative

\_\_\_\_\_  
Title

\_\_\_\_\_  
Typed Name

\_\_\_\_\_  
Date