


To All Contractors and Subcontractors:

Re: LAUSD PSA Section 3.6(a)
Core-to-Referred Ratio for Specialty Contractors and Subcontractors

Section 3.6(a) of the PSA states:

"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, then a second core employee, and a second employee through the referral system, 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 this Article, starting with Section 3.3. In laying off, an employer with 10 or less employees, the number of core employees shall not exceed one-half plus one of the workforce, assuming the remaining employees are qualified to undertake the work available."

The ratio of core employees to hiring hall-referred employees in Section 3.6(a) is applicable on a per-contract basis. Thus, a specialty or subcontractor may employ up to a maximum of five (5) core employees for each District construction contract that includes the PSA, consistent with the employment procedures set forth in Article 3 of the PSA.



Guy Mehula
Chief Facilities Executive
LOS ANGELES UNIFIED SCHOOL DISTRICT

2/10/09
Date



Richard Slawson
Executive Secretary
LOS ANGELES AND ORANGE COUNTIES BUILDING
AND CONSTRUCTION TRADES COUNCIL

2-10-09
Date