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From: Shane Payton <spayton@atascaderoglass.com>
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To: sbcob
Subject: County of Santa Barbara Project Labor Agreements



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Good morning County of Santa Barbara Team.

I understand that you will be discussing the impacts of the PLA for the County of Santa Barbara on recent project budgets and bid participation. We have performed a significant amount of work in Santa Barbara County from UCSB to Goleta Valley Cottage Hospital, Santa Barbara Museum of Arts, Santa Barbara Emergency Operations Center, numerous local schools etc. but have not bid any recent projects with Santa Barbara County due to the PLA that was instituted in 2023.

We do not bid any projects with Project Labor Agreements because of their inherent unfairness, including but not limited to:

*Restricted labor use – PLA’s mandate that we hire workers through union hiring halls rather than use our own existing skilled workforce. Since we have no control over the bulk of the workforce that can be assigned to our project under a PLA it is difficult to impossible to develop crew cohesion and continuity. As such, the chance for mistakes and oversights increases significantly while production rates are highly variable and difficult to account for in the bid.

*Double Payment for Benefits – Instead of receiving their portion of fringe benefits in cash on their pay checks, our employees are forced to pay into union pension and benefit funds that they will never be able to access.

We appreciate your review of the PLA and believe that moving away from it would allow significantly greater bid participation and lower costs to the county.

Thanks,

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