

CITY OF MINNEAPOLIS

RESOLUTION NO. _____

**AUTHORIZING USE OF A PROJECT LABOR
AGREEMENT ON TARGET CENTER
RENOVATION PROJECT**

WHEREAS, the City Council of the City of Minneapolis makes the following findings:

- (a) The City will oversee the renovation of the Target Center, a major project ("Project"), the construction of which is expected to exceed \$90,000,000 and will be used by the Minnesota Timberwolves Basketball Limited Partnership ("Team") and multiple other users;
- (b) The Project will demand a reliable source of more than 800 skilled construction workers in a variety of trades to complete the Project;
- (c) The Project will demand a high degree of skill and training of its construction workers, particularly given the size and complexity of the Project;
- (d) The Project also will require coordination of multiple trades on the same job site, including integration of work schedules and other terms and conditions of employment;
- (e) The Project also will take a substantial amount of time to complete, with an expected duration of approximately sixteen (16) months, and timely completion is essential for the City and the Team as well as other users of the Target Center to avoid incurring significant additional costs and disruption and to capture revenues from the renovated facility as soon as possible;
- (f) Preventing delays and disruption of the Project also is essential because of the need for complex, coordinated scheduling to accommodate the normal uses of the Project while construction is ongoing;
- (g) During the expected term of the Project, multiple collective bargaining agreements of local construction unions are scheduled to expire, and the guarantees of no work stoppages in those agreements are likewise scheduled to expire during the term of the Project;
- (h) A project labor agreement ("PLA") is a form of multi-employer, multi-trade, pre-hire collective bargaining agreement covering terms and conditions of employment for construction employees on a project;

- (i) Throughout the country, public and private construction owners regularly utilize and require PLAs for billions of dollars worth of construction each year;
- (j) There is currently and in the foreseeable future there will be a high demand for labor in the Twin Cities construction market because of multiple major projects, including the Minnesota multipurpose stadium project;
- (k) Given the large scale of the Target Center Renovation Project, the need to maintain a tight schedule, as well as the high demand for labor in the Twin Cities' construction market, ensuring a steady supply of skilled labor is critical to the success of the Project. A PLA will help ensure a steady supply of skilled labor;
- (l) The magnitude and complexity of this Project demands the highest skilled labor available. A PLA with the local trade unions can help ensure the most skilled labor is available for this Project;
- (m) Promoting workforce diversity is a high priority for the City on this Project. A PLA can secure trade unions' cooperation in promoting workforce diversity;
- (n) In the State of Minnesota, public agencies and private owners have successfully completed projects on time and on budget using PLAs on numerous projects, including the following major stadium construction projects: Target Field, TCF Bank Stadium, and the Hubert H. Humphrey Metrodome. These projects were built timely, efficiently, safely, and with the highest quality;
- (o) PLAs have been shown to offer the following benefits to project owners, which would help enable the City to meet its above-stated goals for this Project:
 - (1) Promote cost-effective, timely, and safe construction and project delivery, by providing access to a reliable supply of well-trained and skilled construction trades personnel;
 - (2) Assure greater productivity and quality from construction trades personnel, thereby resulting in cost-effective performance, while also reducing maintenance and repair costs over the life of the Project;
 - (3) Establish uniform terms and conditions of employment for the contractors and construction trades employees working on the Project, integrate work schedules, and standardize work rules for the Project, thereby resulting

in a well-coordinated, efficiently functioning construction worksite that will minimize delays; and

- (4) Promote labor harmony and assure that construction will proceed without interruption from labor disputes by providing contractual guarantees against work stoppages and mutually-binding procedures for resolving labor disputes.

NOW, THEREFORE, BE IT RESOLVED, that the City shall require the use of a PLA with the Minneapolis Building and Construction Trades Council for all construction work on the Target Center Renovation Project. The City's representatives are authorized and directed to take such steps as necessary to implement this Resolution, including but not limited to requiring the Construction Manager at Risk or General Contractor to enter into an appropriate PLA with the Minneapolis Building and Construction Trades Council. The City's representatives are directed to ensure that the PLA requirement is included in the construction solicitation documents for the Project, including any bid specifications or requests for proposals. The bid specifications or request for proposals shall make clear that bidding is open to union and non-union contractors, provided that a contractor that is a successful bidder agrees to become a party to and comply with the PLA while working on the Project.

BE IT FURTHER RESOLVED, that the PLA shall, at a minimum, meet the following criteria:

- (1) The PLA shall be made binding on all contractors and subcontractors of whatever tier working on the Project, including the Construction Manager at Risk or General Contractor;
- (2) The PLA shall establish certain uniform job conditions;
- (3) The PLA shall provide for referral of employees from union hiring halls and that employment on the Project will be available to qualified applicants without regard to union membership;
- (4) The PLA shall not require any contractor to be or become a party to a collective bargaining agreement on any other construction project in order to qualify to work under the

PLA;

- (5) The PLA shall set forth binding procedures for resolving any jurisdictional or labor disputes arising during the construction process;
- (6) The PLA shall contain guarantees against strikes, lock-outs, and any other similar job actions that would disrupt construction; and
- (7) The PLA shall contain assurances of cooperation by the Local Unions in promoting the City's workforce diversity goals.