

King County's Master Community Workforce Agreement (MCWA) FAQ Sheet

The construction work for this project is covered by King County's Master Community Workforce Agreement (MCWA). The MCWA applies to all County construction projects with an engineer's estimate of \$5 million or more. The MCWA benefits the County, Contractors, and Workers. The following information provides information to Contractors on the key elements of the MCWA.

What is the MCWA?

The MCWA is a comprehensive collective bargaining agreement negotiated between King County and the construction Labor Unions who are also signatory to the MCWA. It provides standards for work hours, wages, working conditions, safety conditions, union representation, apprenticeship requirements, no strike-no lockout, and settlement of disputes and work jurisdictions. The goal of the MCWA is to ensure that all work proceeds efficiently, with due consideration for working conditions and construction standards.

At what point does the MCWA apply to my company?

If you are selected as a Prime or Subcontractor, you become a party to the MCWA for the duration of the project and are required to abide by the terms and conditions of the MCWA, by signing a "Letter of Assent". The Prime contractor has the responsibility to notify all Subcontractors of the terms of the MCWA, which are provided in the contract bid documents. A copy of the MCWA and other related information can be found at this link: [Master Community Workforce Agreement \(MCWA\) - King County, Washington](#)

Will I be required to hire apprentices?

Yes. All prime contractors and their subcontractors are required by contract to hire apprentices. The requirement for the project whole can be found in the contract documents. The project also has a 15% apprenticeship participation by craft goal. The Journey worker to Apprentice ratio must also follow each applicable craft worker Apprenticeship training standard requirements.

How do I determine the wages and benefits to be paid to my employees?

The CWA Administrator will assist you in obtaining the appropriate wage and benefit amounts for Journey workers and Apprentices. If needed, the appropriate crafts Benefit Trust Fund contact information will be provided.

NOTE: The wage rates to be paid to the worker(s) follows each local craft collective bargaining anniversary date(s) for the duration of the project.

What is the Priority Hire Program?

The Priority Hire Program requires all Prime contractors and Subcontractors on the project to hire Apprentices and Journey workers from a specified set of ZIP codes. (See Zip Code list on page 34 of the MCWA). It is designed to prioritize the recruitment and placement of economically disadvantaged local workers onto County construction projects and is intended to address construction worker shortages. (Outlined in Article 9).

What is the Preferred Entry Program?

It is a program designed to expand pathways to Apprenticeships and the development of a skilled workforce through Pre-Apprenticeship programs, particularly for enhancing the opportunities of women and people of color. Overall, the Contractor must demonstrate that twenty percent (20%) of all Apprentice labor hours be performed by Preferred Entry Apprentices and shall also be enrolled in a Washington State Apprenticeship Training Council (WSATC) Apprenticeship Program. (See details in Article 10 – Preferred Entry Program)

Is there drug testing?

Yes, all King County projects are a drug free workplace, and each Contractor is required to have a Drug Free Workplace Policy meeting the requirements set forth in the executed contract documents.

Open shop contractors:

- **If I sign a Letter of Assent, do I become a “Union Shop” and become fully signatory to a union agreement for all my work?**

No. The Letter of Assent to the MCWA applies only to the project for the duration of your work. Open shop contractors will not be required to sign any other PLA or a Collective Bargaining Agreement CBA) with any union.

- **Can I use my current employees on this job?**

Yes. The MCWA allows for non-signatory contractors to bring up to three (3) Core employees and up to two (2) apprentices onto the project beginning with two (2) Core employees upfront, two (2) workers from the union, one (1) core worker, then one (1) from the union, all subsequent journey level referrals thereafter will be from the respective union hiring hall(s). The number of Core employees that can work on the project is described in the MCWA under Article 13 – Union Referrals & Hiring Procedures. In accordance with the MCWA, open shop contractors can bring 3 Core employees to the project and under certain circumstances, the contractor can request an additional number of “core” employees under Article 13.8 (c).

- **Will my current employees have to join a union?**

No. However, they only have to register with the appropriate Union for the duration of on-site work. The amount of the registration fees varies by each union and the cost is paid by the employee.

- **How does the MCWA get implemented? How do I start working with the unions?**

As noted above, the MCWA requirements are included in all construction bid documents and the Prime contractor awarded the contract is responsible to inform Subcontractors of these requirements. Upon signing of the “Letter of Assent,” the Prime contractor and the Subcontractors must attend a King County Pre-job conference at least 2 weeks prior to the start of the project to discuss and assign their scopes of work, craft trades

assignments, dates, times, schedules, and duration of the work according to the Prime contractor's schedule. (See Article 6, Pre-Job Conferences & Pre-job Package).

Note: At the pre-job meeting, the Union representatives will provide you the necessary contact information to the Union dispatch halls and how the workers will be dispatched.

For additional information about the MCWA, please contact:

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