

# What is a Project Labor Agreement?

## A PLA is...

A Project Labor Agreement (PLA) is a contract between the owner or managing entity of a construction project and a set of labor unions. It operates a lot like a "job-site constitution," establishing worksite conditions, project execution and protocol to resolve labor disputes without resorting to strikes and lockouts. Most PLAs include community workforce goals that increase access to construction jobs for veterans, local residents, disadvantaged workers, and small businesses.



## Core Components

PLAs maintain project continuity by preventing employee strikes and employer lockouts. They also include a process for dispute resolution to ensure all partners can address concerns in a uniform manner.



No Strikes



No Lockouts



Dispute Resolution

## Project Owners

Project owners benefit from having access to a stable and skilled workforce that helps the project finish on time and on budget.



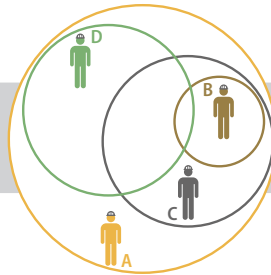
## Contractors

Multiple construction contractors, or private construction companies, bid on a contract. A PLA often targets small and minority businesses contractors. It can dedicate resources to create workshops and training programs to help these businesses compete.



## Workers\*

- A. All workers on the project
- B. Disadvantaged workers
- C. Local hire
- D. Apprentices



## Small/Minority Businesses\*

## Community Workforce Provisions

Contractors must comply with community workforce provisions, which mandate that they hire workers who meet certain criteria. Depending on local needs and conditions, community workforce goals can target:

- Workers who live in local areas
- Workers from economically disadvantaged areas
- Women and racial/ethnic minorities
- Veterans
- Disadvantaged workers, including formerly homeless, formerly incarcerated or chronically unemployed workers

## Hiring Halls

Union hiring halls, which have a robust system to systematically track workers' skills and characteristics, help contractors meet their hiring goals. For workers, unions advocate for worker's rights and working conditions, help resolve on the job issues, and connect workers to important services and training.

## Joint Labor-Management Apprenticeship

Labor and business leaders partner to create the apprenticeship curriculum. Through registered apprenticeship, workers receive rigorous in-class and on-the-job training. They gain high proficiency in the latest building technology as well as safety and building code regulations.

## Communities

Workers receive family-supporting wages and benefits. Disadvantaged workers have access to good, long-term careers. Money goes back to benefit communities, local businesses, and taxpayers.



\*These are examples. Every PLA varies according to local needs.

Reference: [www.constructionacademy.org](http://www.constructionacademy.org) - adapted from original graphic California Construction Academy, UCLA Labor Center 2013.