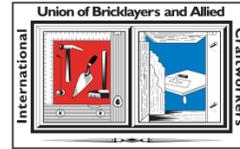


***International Union  
of Bricklayers  
and Allied Craftworkers***



**Project Labor Agreements**

Project Labor Agreements or PLAs, also known as Community Workforce Agreement, are project-specific, pre-hire collective bargaining agreements that set out the terms and conditions of employment. The purpose of a PLA is to facilitate the smooth completion of a project by allowing stakeholders to agree to ground rules and synchronize expectations before the project starts. These agreements benefit working men and women, contractors, communities and taxpayers by ensuring projects are completed on time and on budget, requiring employee training, and encouraging that public investment benefits local communities.

**Key Points:**

- The PLA business model does not mandate or pre-determine a workforce to be union or non-union. It allows for the project owner, such as the government or private sector entity, to establish the workforce standards that both union and non-union workers must meet in order to be hired by contractors and sub-contractors under the PLA.
- Provides construction contractors with access to highly skilled & properly trained workforce.
- Creates a set wage for each craft and apprentices on the construction project, allowing for accurate budgeting by business owner and construction contractors on and off the job site.
- May be used as a mechanism for enhancing work opportunities on the construction project for local residents, military veterans, and minorities, as well as minority contractors.
- Sets up a “pathway to a career” for veterans and young workers who can “learn while they earn” as they are trained on-the-job and in the classroom by more skilled and experienced workers.
- Widespread praise and use by fortune 500 companies such as Walmart, Toyota, and Boeing.

Simply put, project labor agreements help the end user (i.e. the government or private sector) increase efficiency and quality of its project by promoting a business model that employs a highly skilled workforce. Such a workforce ensures construction projects are built correctly the first time, on time, and on budget.