

# PLA

## PROJECT LABOR AGREEMENT

A **PROJECT LABOR AGREEMENT (or PLA)** is a pre-hire collective bargaining agreement that establishes the terms and conditions of employment on one or more construction projects and are open to all contractors.

Timely construction of projects requires substantial numbers of workers from many crafts possessing skills and qualifications vital to its completion.

**PLAs** ensure a level playing field for both union and non-union contractors, which guarantees a steady flow of highly trained construction labor.

**PLAs** provide better trained workers, so the job is done right the first time, which is more cost effective.

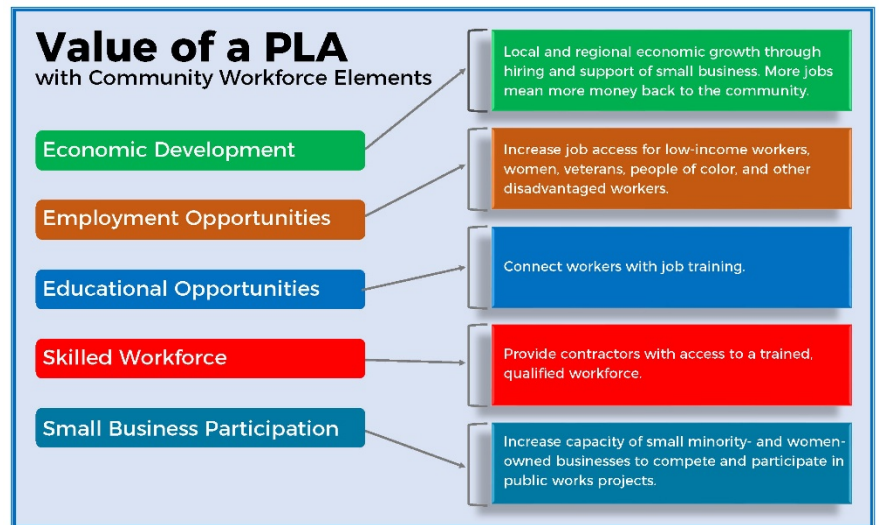
The positive impact of a trained workforce extends beyond the integrity of the project and also has positive implications for the safety culture on site.

**PLAs** provide a safer work environment, which reduces lost time, insurance premiums, and property damage.

**PLAs** also provide for worker drug testing and background checks.

**PLAs** can also be used to meet various social needs.

Today, many building trades councils across the country are structuring **PLAs** to include what are known as “**Community Workforce Agreements,**” or **CWAs**, in order to build ladders of opportunity into the skilled construction trades for local residents, women and veterans.





**PLAs with Community Workforce Elements or Standards**, and contractors who agree to work under these agreements, acknowledge that economic development of the local region, development of local workers for construction careers, as well as the timely completion of projects without delay, with skilled workers and agreed-upon procedures, is of benefit to contractors and owners, as well as the general public.