

AT A GLANCE

A PLA is a contract between the project manager, the various craft unions, and the contractors on the project. They have proven to be an effective way to manage and maintain time schedules and budgets by standardizing and stabilizing wages and benefits, starting times, overtime rules, holidays, and other related matters.

PLAs differ from standard collective bargaining agreements in that they include all the parties working on a specific project, not just a single union and contractor. A PLA takes precedence over all pre-existing collective bargaining agreements between contractors and unions. The PLA binds the involved parties only to the terms of a specific project.

They insure that all the workers on the job work under the same work rules, including the same dispute procedure, with the exception of wages and fringes. Thus, the owner and/or project manager is only dealing with a single set of rules for every worker, there are no work stoppages (even if a given trade is on strike against their own management group!), and if there is a dispute everybody knows exactly how it will be handled.

Benefits of Project Labor Agreements:

- Establishment of uniform work and pay schedules
- Agreements by workers not to strike or conduct work stoppages
- Ensure major projects will not be delayed by a shortage of qualified workers
- Management rights for hiring
- Standardized grievance procedures and dispute resolution
- Encourage fair competition among contractors by standardizing labor conditions
- Can streamline negotiations for complex projects, reducing costs along the way
- Can include 'social justice' building provisions to increase local jobs and support local causes

Since the 1930s, numerous public and private entities have successfully employed PLAs.

Federal Projects:

Hoover Dam, Nevada	Oak Ridge Reservation, Tennessee
Grand Coulee Dam, Washington	Savannah River Project, South Carolina
Shasta Dam, California	Rocky Flats Environmental Technology Site, Colorado
Hanford Site, Washington State	Fernald Department of Energy Site, Ohio
Cape Canaveral Space Center, Florida	Lawrence Livermore Laboratory, California

State Projects:

Boston Harbor Clean-Up Project, Massachusetts
 Southern Nevada Water Authority's District Improvements Project
 Southern California Water District's East Side Reservoir Project
 San Francisco International Airport, California

Businesses that Utilize PLAs:

Disney World, General Motors, Humana, Ford Motor Company, British Petroleum, Toyota Corporation, Saturn Corporation, United Parcel Service