



Understanding Project Labor Agreements (PLAs)

This video made possible by:



What is a Project Labor Agreement?

- Binding Contract
- Project Specific
- Impacts your staffing plan on public works projects

A Community Workforce Agreement (CWA) is a type of Project Labor Agreement.



When Do PLA's Kick In?

- Each agency determines the applicability of a PLA for their project.
- Federally Funded projects valued at \$35 million or more



Example – Port of Seattle

- In 2022, the Port of Seattle had 22 contracts under a Project Labor Agreement.
- Drug & Alcohol Testing
- Wages set by Collective Bargaining Agreement for that union



What to Expect

- Read the PLA
- Read the Collective Bargaining Agreement
- Sign a Letter of Assent

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FAQ's

I'm a non-union contractor, can I still bid?

Yes, but read the PLA.

- Look for provisions related to “core” workers and “referral procedures”

FAQ's

If I sign a “Letter of Assent, how does it affect my business?”

- Signing a Letter of Assent binds your company to the terms and conditions in the PLA
- Your administrative effort and overhead will likely need to increase
- PLAs include provisions on how you can staff the project including “core” workers.

FAQ's – Dispatching Procedures

What is the process for getting workers if I can't use all my own people?

- The Project Labor Agreement will stipulate the process for utilizing your core workers including when to hire from the hall.*
- May include apprentices and “priority hire”*
- All workers, core and union, are dispatched from Union Hall.*

Port of Seattle
REQUEST/VERIFICATION FOR CRAFT EMPLOYMENT

INSTRUCTIONS

To the Contractor:
Please complete and email or fax this form to the applicable union to request craft workers that fulfill the requirements of the Project Labor Agreement for the Port of Seattle project. Please cc priorityhire@portseattle.org on the email. Call the Local to verify receipt of your request for your records. After return from the Union, submit per 01 33 00 – Submittals.

To the Union:
Please complete the “Union Use Only” section and fax form back to the requesting contractor. Retain a copy of the form for your records.

To: _____ **Date:** _____
Local: _____ **Person Sending:** _____
From Company Name: _____ **Person Sending Telephone #:** _____

Please provide the above named project with union craft workers per the Port of Seattle PLA that fulfill this project as defined below (Contractor, please check all that apply):

- “Priority Worker” Requirement (employees, including apprentices, who reside in ZIP codes listed on the PLA)
- Pre-apprenticeship graduate within their first two years/steps of apprenticeship (Preferred Entry)
- Women and people of color apprentices and journey-level workers.
- Direct Entry (use only in addition to Priority Worker, women and/or people of color selection(s) above)

Job/Craft Description	Journey Worker/ Apprenticeship Level	Number Requested	Remarks

Craft Workers Requested

FAQ's

Are there “quotas” related to diversity utilization?

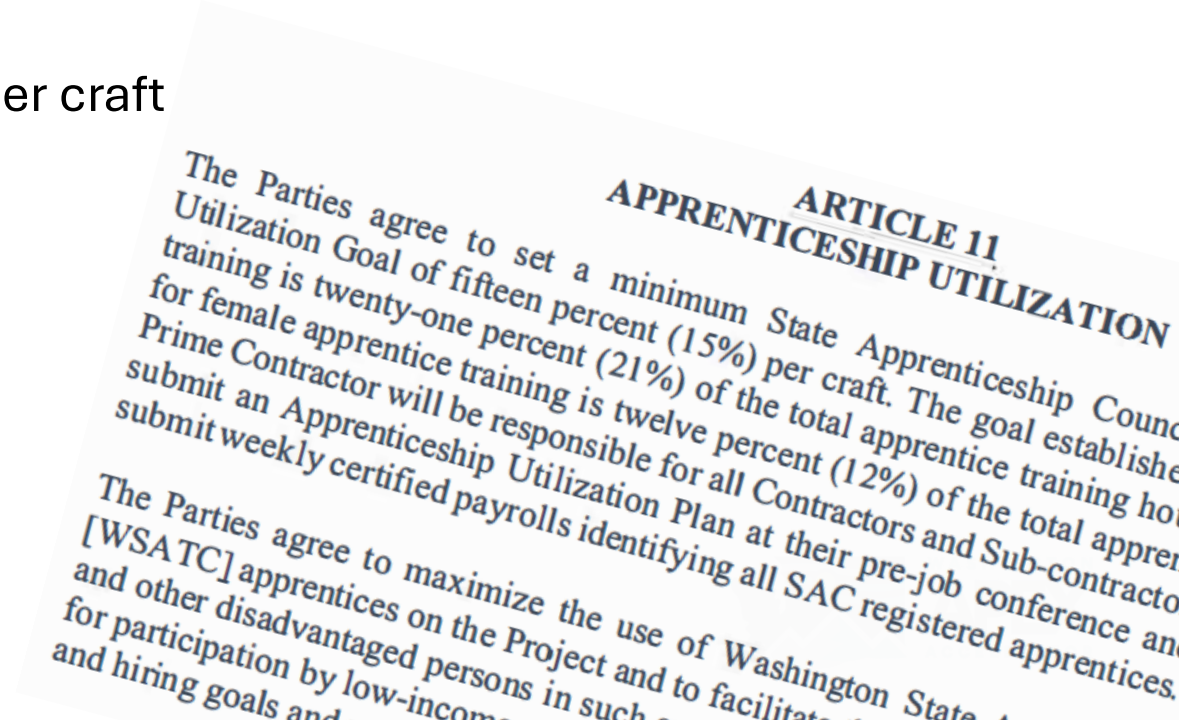
The project usually has diversity utilization goals. They will be stated in your contract as well as instructions on how to report these goals.

Example:

Apprenticeship Utilization – 15% of total labor hours, per craft

Apprentice inclusion goals:

- People of color – 21%
- Female – 12%
- 1 in 5 graduates from pre-apprenticeship program
- etc



Next Steps & Resources



Washington APEX Accelerators offer no-cost advising to businesses seeking government contracts and subcontracts.

<https://washingtonapex.org/port-of-seattle-advanced-portgen/>

Learn more at www.washingtonapex.org or info@washingtonapex.org

