

Topic

Project Labor Agreements (PLA)

**Office of Small
Business Programs**
Fort Worth District
U.S. Army Corps of Engineers

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Project Labor Agreements & Surveys

Project Labor Agreements *required* on Federal Construction projects exceeding \$35 Million

Unless a Waiver is granted!

Q: How does Govt. receive a Waiver? A: With *detailed justification* "No" responses to PLA Survey.

Survey Response Guidance:

Response Impact

Yes Supports a PLA requirement.

Maybe Treated as a "Yes" by the Government. (***Please do NOT use***)

No ***Required to request a waiver. Must include detailed justification.***

Justification Examples for "No" Responses:

Detailed answers provide Government with the necessary evidence to approve a waiver.

Common reasons may include:

- Cost & Efficiency: PLA is not cost-effective or involves wasteful bargaining time.
- Competition: Mandatory union membership for subcontractors limits competitive bidding.
- Workforce Availability: More qualified, non-union workforce is available for the specific project location.

Project Labor Agreements & *Surveys*

Key Takeaways

- **Bidding Eligibility:** Answering "No" does not prevent you from proposing if a PLA is ultimately required.
- **Location Matters:** Workforce dynamics change by region.
- ★ A project labor agreement *might be suitable* for Chicago. **But unnecessary for San Antonio!**
- **Success Rate:** Detailed justifications are leading to an increase in approved PLA waivers.

Did you know?

PLA Survey Questions are the same! Only difference is **Specific Project and Location**.
(A copy of the PLA Survey **Questions** are posted on website under **Frequently Asked Questions**)

 **Please respond to PLA Surveys**

PLA Survey Questionnaire

PLA Questionnaire:

1. Do you have knowledge that a PLA has been used in the **local area** on projects of this kind? If so, please provide supporting documentation.
2. Are you aware of skilled labor shortages **in the area** for those crafts that will be needed to complete the **referenced project**? If so, please elaborate and provide supporting documentation where possible.
3. Are you aware of time sensitive issues / scheduling requirements that would affect the rate at which the **referenced project** should be completed? If so, please elaborate and provide supporting documentation where possible.
4. Identify specific reasons why or how you believe a PLA would advance the Federal Government's interest in achieving economy and efficiency in Federal procurement.
5. Identify specific reasons why you do **NOT** believe a PLA would advance the Federal Government's interest in achieving economy and efficiency in Federal procurement.
6. Identify any additional information you believe the Government should take into consideration regarding the use of a PLA on the **referenced project**.
7. Does your company intend to bid / propose on this project if a PLA requirement is included in the solicitation? Does your company intend to bid / propose on this project if a PLA requirement is **not** included in the solicitation?
8. What are the likely cost impacts, if any, to your bid / proposal price if a PLA requirement is included in the solicitation? Please provide as much detail as possible regarding any anticipated cost impacts (positive or negative) of the inclusion of a PLA requirement, including any information you can provide about the magnitude of the anticipated impact.

Fort Worth District (SWF) U.S. Army Corps of Engineers (USACE)



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