

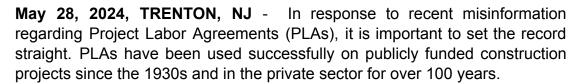
## **NEW JERSEY MECHANICAL ALLIED CRAFTS COUNCIL**

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**NEWS RELEASE** FOR IMMEDIATE RELEASE

## Project Labor Agreements: Good For NJ Workers, Good For **NJ Taxpayers**



PLAs are pre-hire collective bargaining agreements between project owners and labor organizations that support equitable workforce development and improve workers' health and safety on the job, ensure timely completion of projects at or under budget, and provide employers with a reliable source of highly skilled workers.

Since 1963, New Jersey has established prevailing rate laws to guarantee all workers on publicly funded projects are provided livable wages and fair conditions. This legislation mandates that workers on public projects be paid the prevailing wage rate, with or without a PLA. In 2002, New Jersey adopted legislation to apply PLAs on state-funded projects.

So, why use a PLA on a construction project?

For starters, it ensures all workers on site are paid the correct wage rate for their craft. Workers without representation might not know if their pay rate is correct, this is especially true for individuals who are part of groups that have been traditionally marginalized by employers. One of the additional benefits of PLAs is their role in promoting diversity and equitable workforce development. By establishing fair wages and working conditions, PLAs help ensure that minority, women, and veteran workers receive the recognition and compensation they deserve.

Additionally, PLAs protect taxpayer money by standardizing job site conditions, providing safety training for all employees, enforcing drug testing. preventing work stoppages and strikes, and ensuring a trained workforce for specific craft specialties. PLAs also allow for registered apprenticeship programs, which can help lower project costs.

Projects in New Jersey that have utilized PLAs include:



United Association Union Plumbers, Pipefitters, Welders and Service Techs









Painters and Allied Trades International Union



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International Brotherhood of Electrical Workers



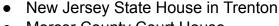
United Association Union Plumbers, Pipefitters, Welders and Service Techs











- Mercer County Court House
- Jersey Shore Premium Outlets
- Monmouth County Sheriff's Office
- Pineland Schools in Tuckerton
- Ocean County Vehicle Maintenance Projects
- College of New Jersey Campus Center
- Capital Health Medical Center, Hopewell Twp.
- Trenton Central High School
- New Jersey State House Complex Renovation

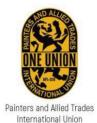
These are just a few examples; the list of successful PLA projects is extensive.

PLAs support diversity by creating inclusive work environments and offering pathways to careers through structured apprenticeship programs. This leads to a more skilled and diverse workforce, which benefits the entire community.

For example, an exemplary program that benefits from PLAs is Helmets to Hardhats (H2H). H2H helps transition our military heroes into successful civilian careers in the building trades. H2H is a nonprofit joint labor-management entity that connects transitioning active-duty military service members, veterans, National Guard, and Reservists with skilled training and quality career opportunities in the construction industry. PLAs support programs like H2H by providing structured, supportive environments where veterans can apply their skills and continue their service to the community in a new capacity. This not only benefits the veterans but also addresses the industry's need for skilled labor.

Project Labor Agreements are a proven necessity to move construction projects along smoothly, on time, and under budget. They safeguard taxpayer money by standardizing labor costs, closing loopholes, and ensuring compliance with safety and wage standards. When labor costs are standardized, and loopholes are closed, the workers win, the taxpayer wins.

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