

Project Labor Agreement Requirements for Subcontractors

The Frederick Douglass Memorial Bridge Project is governed by a Project Labor Agreement (PLA). The PLA is a pre-hire collective bargaining agreement that governs hiring for trades and crafts workers

- **The PLA does the following:**
 - Establishes project employment rules and wages
 - Requires contractors performing construction to:
 - Use Union workforce
 - Use Union Halls for hiring
 - Use Union Apprenticeships for worker training on jobsite
- **The PLA Requires Unions to provide the following:**
 - Minimum 51% of new hires are DC Residents
 - Minimum 7% of hires are females
 - Minimum 28% of hires are minorities
 - Provide 33 full-time trainee positions (Construction)
- **PLA Key Facts**
 - PLA only applies to the Frederick Douglass Memorial Bridge Project
 - Does not influence any other project undertaken by a company: past, present, or future
 - Requires company to sign a “Letter of Assent” that commits the company to abide by the PLA in order to work on the Project
 - Allows current “Open Shop” employees to sign up with Unions contingent upon the size of the company
 - Delivery Drivers, Surveyors and Inspectors do not have to be Union
 - Does not allow Unions to tell companies how to perform their work or how many employees they must have