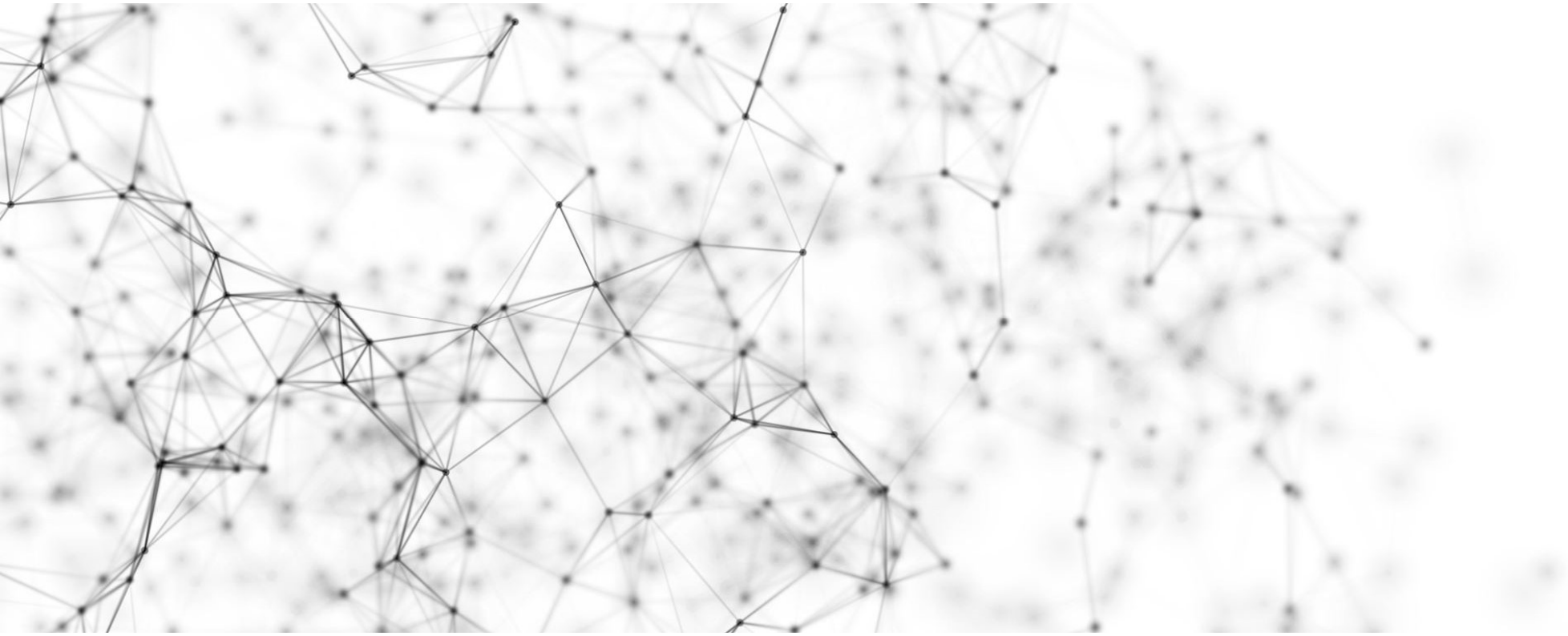

Opportunities with Project Labor Agreements

Scott Strickland
Special Projects Counsel
NWRC of SMART, Local 16

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What is a project labor agreement ("PLA")?

A PLA is a pre-hire collective bargaining agreement negotiated between construction unions and a construction contractor that establishes the terms and conditions of employment for a construction project.

The Department of Labor has a webpage with information on PLAs:

https://www.dol.gov/general/good-jobs/project-labor-agreement-resource-guide

What does this mean for offshore wind?

PLAs are an effective tool to:

1) ensure timely completion of projects at or under budget,
2) provide employers with a reliable source of highly skilled workers,
3) increase diversity and support equitable workforce development, and
4) improve worker health and safety on the job.

Let's talk about workforce...

Volume

Offshore wind development in Oregon will take an unprecedented build-up of workers in coastal regions.

A PLA can ensure that workforce needs are met on a rolling basis through a hiring hall as the project phases are planned and completed.

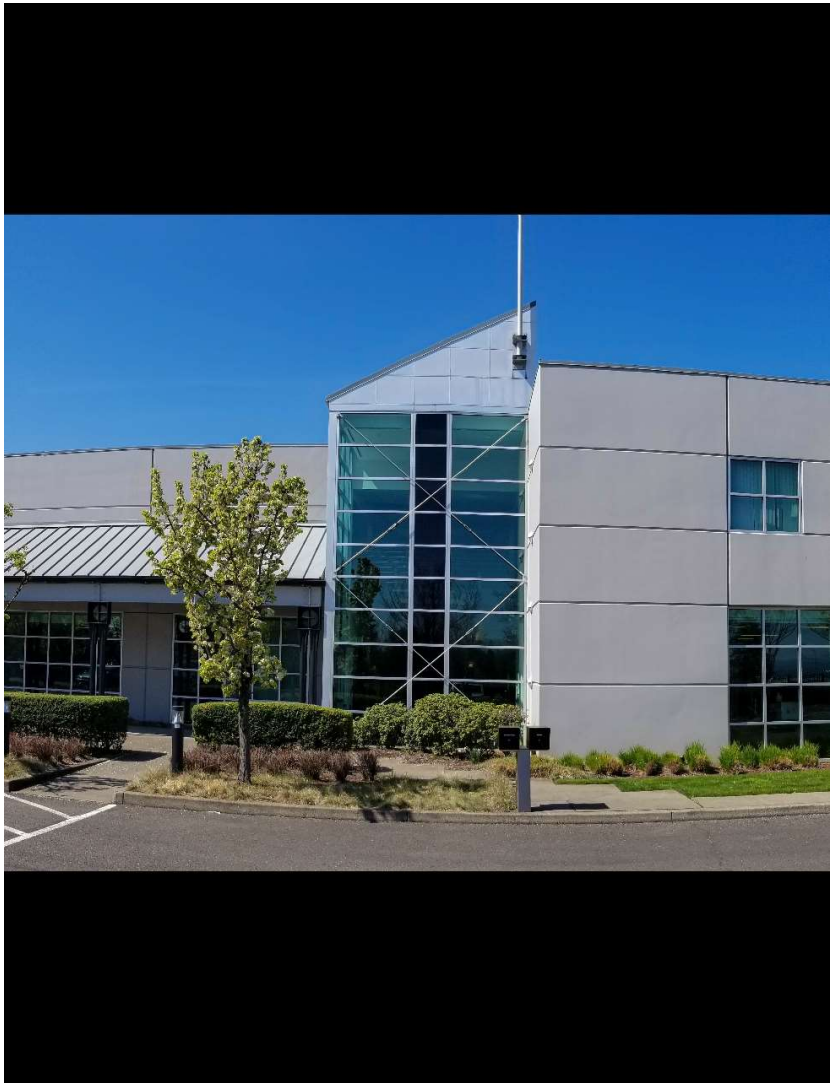
Training

The technology involved in floating offshore wind is cutting-edge, expensive, and extremely complex.

A PLA can ensure that skilled workers are available with training and apprenticeship opportunities to provide continued workforce training and development.

What is a “hiring hall”?

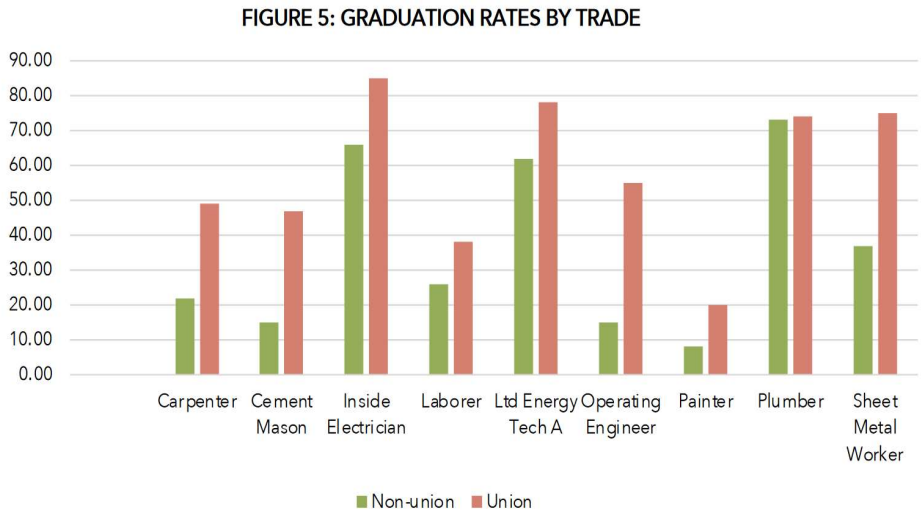
A union hiring hall provides highly skilled trades professionals for construction projects across a given union’s jurisdiction. A local union also has access to regional and even international job banks as well as training and hiring resources.

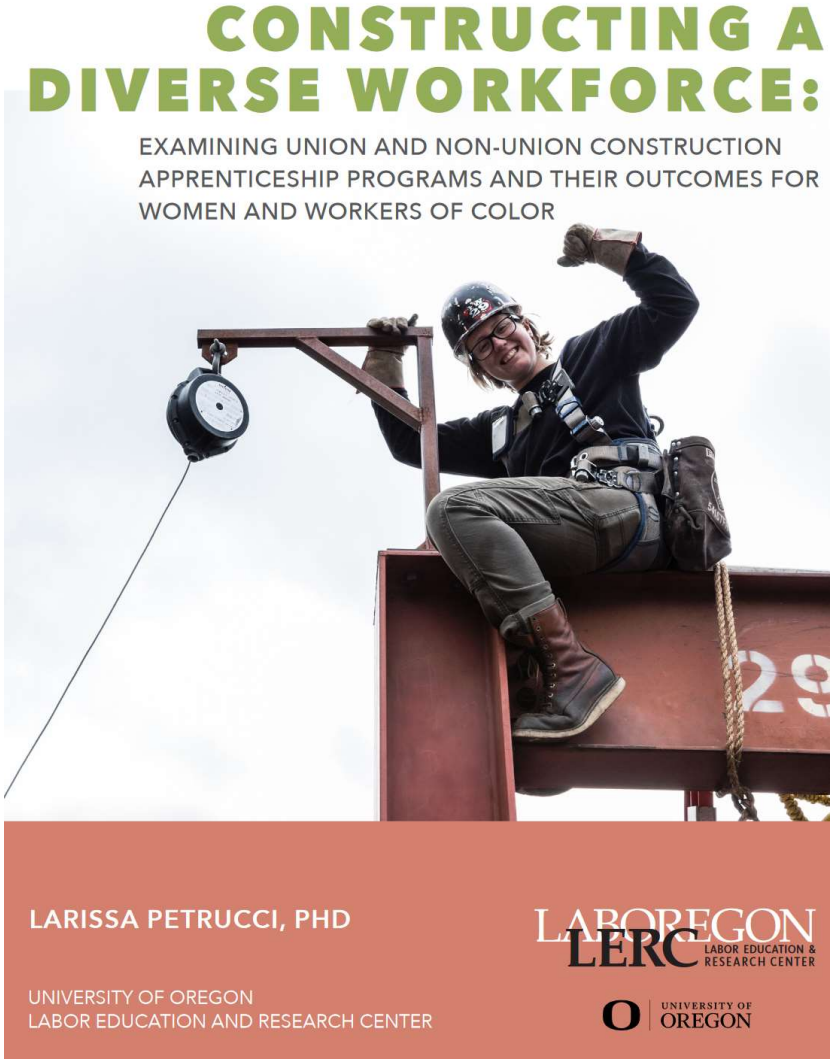


How can apprenticeship help?

Apprenticeship is the training model that the trades have used for decades. It allows for workforce development across an industry, with local, regional, and international support from the various trade unions. Training costs are integrated into the hourly wage and benefit package, at no additional cost to employers. Apprenticeship programs constantly engage in outreach to bring historically underrepresented folks and veterans into the trades.

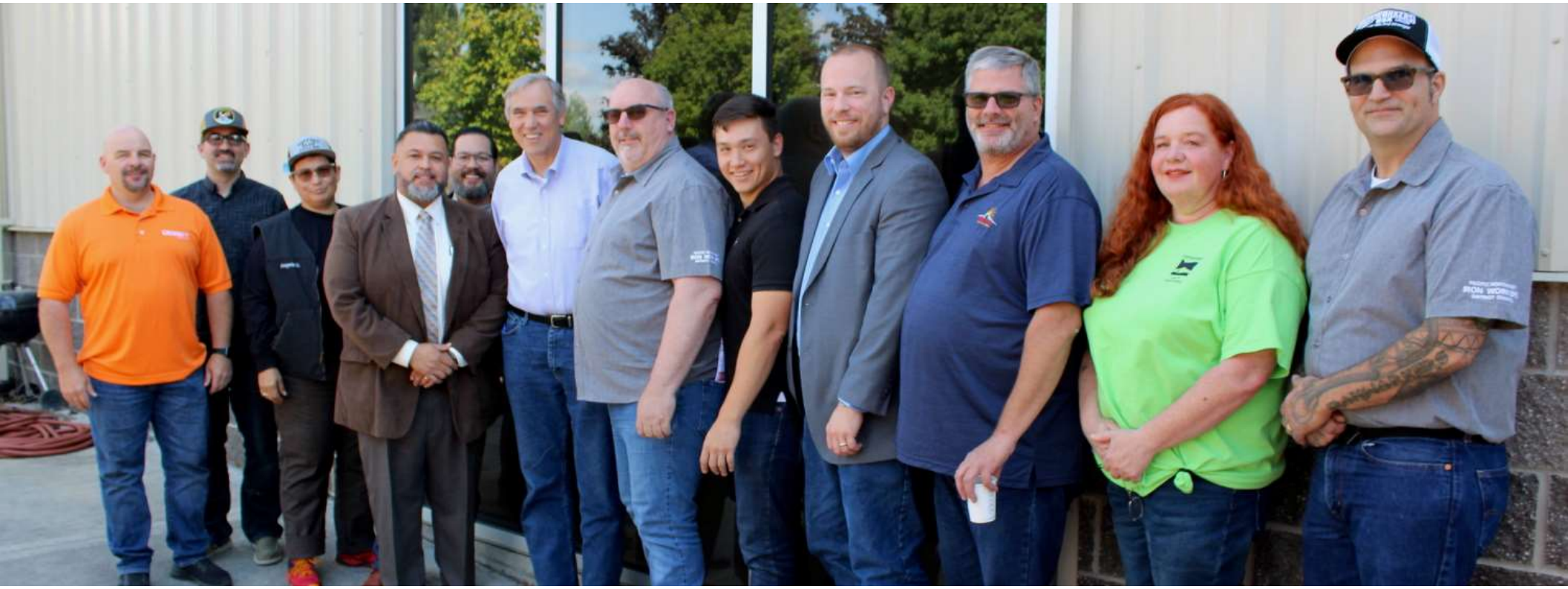
Equity Spotlight: Better Opportunities for Women and Workers of Color





Other Benefits: The Grievance Procedure

In addition to access to workforce and training, a PLA also provides for labor peace and private conflict and dispute resolution through a grievance procedure (often including arbitration), allowing the project work to progress without disruption.



Other Benefits: Community Support

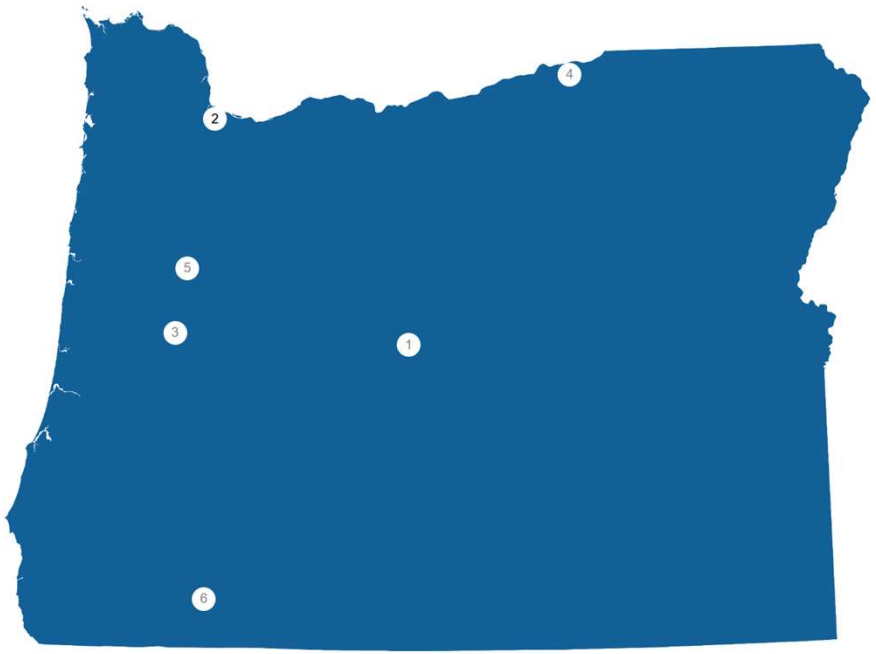
Offshore wind will take the mobilization of community members from local to national, and unions are here to help.

PLAs are a proven model for a new industry.

Wind power across Oregon has already been constructed under PLAs, along with billions in public improvements and other infrastructure work.

Would you like to know more?

The Oregon building trades unions have a state-level organization and six regional councils with experts ready to discuss your specific needs.



https://www.oregonbuildingtrades.com/about-us/member-unions/

Questions?

Scott Strickland

sstrickland@smw16.org