



Founded 1889

United Association of Journeymen and Apprentices of the
Plumbing and Pipe Fitting Industry of the United States and Canada

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TO: All UA General Officers, International Representatives, and Special Representatives in the U.S., and All UA Local Union and District Council Business Managers in the United States

FROM: General President Mark McManus

DATE: February 9, 2022

SUBJ: Executive Order on PLAs: What It Means for the United Association

President Biden's Executive Order on the Use of Project Labor Agreements for Federal Construction Projects requires the use of Project Labor Agreements (PLAs) on federal construction contracts above \$35 million and directs the Departments of Defense and Labor to lead a training strategy for the nearly 40,000 members of the federal contracting workforce to implement this order. This executive order, affecting \$262 billion in federal spending on construction projects, will help ensure projects are completed on time and on budget.

For the United Association, this executive order will help our members win more work with fair wages and benefits. In addition, the executive order will:

- **Ensure a level playing field during the bidding process.** As you all know, the use of PLAs helps create a fair bidding process for all contractors involved, instead of a process which rewards unscrupulous contractors that cut corners and underpay their workers. Now, federal projects will follow the same rules as our other projects – meaning United Association members can win more work as we rebuild our nation's infrastructure.
- **Raise quality and safety standards on federal construction projects.** The members of the United Association are the best trained and most highly skilled craftspeople in the industry. As such, our end users are guaranteed the highest standards of quality and safety on the jobsite when we use PLAs. Now, that includes the federal government and its infrastructure projects.
- **Streamline coordination on large, multi-trade projects.** These large federal projects often involve many different employers and trades. The use of PLAs helps to create a more streamlined process for all aspects of the jobsite – which is critical to completing the project on time and on budget, and efficiently resolving any disputes that may arise.
- **Require fair wages and benefits, and opportunities for apprentices.** With the terms of employment agreed upon before construction begins, our members will earn fair wages and benefits on a safe jobsite. In addition, PLAs will give new and existing apprentices from all walks of life opportunities to “earn while they learn” the trade on federal projects and build a rewarding and family-supporting career in our industry.

Bottom line: This executive order requires the federal government to follow the same guidelines as our members and signatory contractors on projects above \$35 million. That means more work for the Brothers and Sisters of the United Association with fair wages and benefits.

