22.503 Policy.

(a) *Project labor agreements* are a tool that agencies may use to promote economy and efficiency in Federal procurement. Pursuant to Executive Order 13502, agencies are encouraged to consider requiring the use of *project labor agreements* in connection with *large-scale construction projects*.

(b) An agency may, if appropriate, require that every contractor and subcontractor engaged in construction on the project agree, for that project, to negotiate or become a party to a project labor agreement with one or more *labor organizations* if the agency decides that the use of *project labor agreements* will:

   (1) Advance the Federal Government’s interest in achieving economy and efficiency in Federal procurement, producing labor-management stability, and ensuring compliance with laws and regulations governing safety and health, equal employment opportunity, labor and employment standards, and other matters; and

   (2) Be consistent with law.

(c) Agencies may also consider the following factors in deciding whether the use of a project labor agreement is appropriate for the construction project:

   (1) The project will require multiple construction contractors and/or subcontractors employing workers in multiple crafts or trades.

   (2) There is a shortage of skilled labor in the region in which the construction project will be sited.

   (3) Completion of the project will require an extended period of time.

   (4) *Project labor agreements* have been used on comparable projects undertaken by Federal, State, municipal, or private entities in the geographic area of the project.

   (5) A project labor agreement will promote the agency’s long term program interests, such as facilitating the training of a skilled workforce to meet the agency’s future construction needs.

   (6) Any other factors that the agency decides are appropriate.

**Parent topic:** [Subpart 22.5 - Use of Project Labor Agreements for Federal Construction Projects](#)