

# 52.222-34 Project Labor Agreement.

As prescribed in [22.505\(b\)\(1\)](#), insert the following clause:

*Project Labor Agreement* (Jan 2024)

(a) *Definitions*. As used in this clause-

*Construction* means *construction*, reconstruction, rehabilitation, modernization, alteration, conversion, extension, repair, or improvement of buildings, structures, highways, or other real property.

*Labor organization* means a *labor organization* as defined in [29 U.S.C. 152\(5\)](#) of which building and *construction* employees are members.

*Large-scale construction project* means a Federal *construction* project within the *United States* for which the total estimated cost of the *construction* contract(s) to the Federal Government is \$35 million or more.

*Project labor agreement* means a pre-hire collective bargaining agreement with one or more *labor organizations* that establishes the terms and conditions of employment for a specific *construction* project and is an agreement described in [29 U.S.C. 158\(f\)](#).

(b) The Contractor *shall* maintain in a current status throughout the life of the contract the *project labor agreement* entered into prior to the award of the contract.

(c) *Subcontracts*. The Contractor *shall* include the substance of this clause, including this paragraph (c), in subcontracts with subcontractors engaged in *construction* on the *construction* project.

(End of clause)

*Alternate I* (Jan 2024) . As prescribed in [22.505](#) (b)(2), substitute the following paragraphs (b) through (f) for paragraphs (b) and (c) of the basic clause:

(b) The Contractor *shall*—

(1) Negotiate or become a party to a *project labor agreement* with one or more *labor organizations* for the term of this *construction* contract; and

(2) Submit an executed copy of the *project labor agreement* to the *Contracting Officer* as required in the *solicitation*.

(c) The *project labor agreement* reached pursuant to this clause *shall*-

(1) Bind the Contractor and subcontractors engaged in *construction* on the *construction* project to comply with the *project labor agreement*;

(2) Allow the Contractor and all subcontractors to compete for contracts and subcontracts without regard to whether they are otherwise parties to collective bargaining agreements;

(3) Contain guarantees against strikes, lockouts, and similar job disruptions;

- (4) Set forth effective, prompt, and mutually binding procedures for resolving labor disputes arising during the term of the *project labor agreement*;
  - (5) Provide other mechanisms for labor-management cooperation on matters of mutual interest and concern, including productivity, quality of work, safety, and health; and
  - (6) Fully conform to all statutes, regulations, Executive orders, and agency requirements.
- (d) Any *project labor agreement* reached pursuant to this clause does not change the terms of this contract or provide for any price adjustment by the Government.
- (e) The Contractor *shall* maintain in a current status throughout the life of the contract the *project labor agreement* entered into pursuant to this clause.
- (f) *Subcontracts*. The Contractor *shall* require subcontractors engaged in *construction* on the *construction* project to agree to any *project labor agreement* negotiated by the prime contractor pursuant to this clause, and *shall* include the substance of paragraphs (d) through (f) of this clause in subcontracts with subcontractors engaged in *construction* on the *construction* project.

*Alternate II* (Jan 2024). As prescribed in 22.505 (b)(3), substitute the following paragraphs (b) through (f) for paragraphs (b) through (f) of the basic clause:

(b) When notified by the agency ( *e.g.*, by the notice of intent to place an order under 16.505(b)(1)) that this order will use a *project labor agreement*, the Contractor *shall* negotiate or become a party to a *project labor agreement* with one or more *labor organizations* for the term of the order. The *Contracting Officer* *shall* require that an executed copy of the *project labor agreement* be submitted to the agency—

- (1) With the order *offer*;
- (2) Prior to award of the order; or
- (3) After award of the order.

(c) The *project labor agreement* reached pursuant to this clause *shall*—

- (1) Bind the Contractor and subcontractors engaged in *construction* on the *construction* project to comply with the *project labor agreement*;
  - (2) Allow all contractors and subcontractors to compete for contracts and subcontracts without regard to whether they are otherwise parties to collective bargaining agreements;
  - (3) Contain guarantees against strikes, lockouts, and similar job disruptions;
  - (4) Set forth effective, prompt, and mutually binding procedures for resolving labor disputes arising during the term of the *project labor agreement*;
  - (5) Provide other mechanisms for labor-management cooperation on matters of mutual interest and concern, including productivity, quality of work, safety, and health; and
  - (6) Fully conform to all statutes, regulations, Executive orders, and agency requirements.
- (d) Any *project labor agreement* reached pursuant to this clause does not change the terms of this contract or provide for any price adjustment by the Government.

(e) The Contractor *shall* maintain in a current status throughout the life of the order any *project labor agreement* entered into pursuant to this clause.

(f) *Subcontracts*. For each order that uses a *project labor agreement*, the Contractor *shall*—

(1) Require subcontractors engaged in *construction* on the *construction* project to agree to any *project labor agreement* negotiated by the prime contractor pursuant to this clause; and

(2) Include the substance of paragraphs (d) through (f) of this clause in subcontracts with subcontractors engaged in *construction* on the *construction* project.

**Parent topic:** [52.222 \[Reserved\]](#)