



U.S. DEPARTMENT OF LABOR

Project Labor Agreements An Equity Tool for Investing in America

The Good Jobs Initiative



SESSION OBJECTIVES

1. Provide the context of Investing in America
2. Highlight how the GJI is supporting employees, employers, and federal agencies to increase access to good infrastructure funded jobs.
3. Discuss the benefits of using Project Labor Agreements as an equity tool for Investing in America.

OUR PRESENTERS



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Good Jobs Initiative



What is The Good Jobs Initiative (GJI)

- GJI provides critical information to workers, employers, and governments to improve job quality and create access to good jobs free from discrimination and harassment for all working people.
 - Our work with sister federal agencies has impacted **\$97 billion** in funding stemming from historic federal investments in infrastructure spearhead by the Biden-Harris Administration.
 - We have developed [worker.gov](https://www.worker.gov), [employer.gov](https://www.employer.gov), and [goodjobs.gov](https://www.goodjobs.gov) to provide information on legal rights and responsibilities, as well as provide resources on job quality strategies.
 - In cooperation with the Department of Commerce, we also published The Good Jobs Principles, a shared federal vision of job quality focusing on eight common elements of a Good Job.


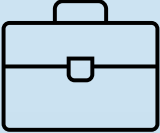



Good Jobs Principles

- Recruitment and Hiring
- Benefits
- Diversity, Equity, Inclusion, and Accessibility (DEIA)
- Empowerment and Representation
- Job Security and Working Conditions
- Organizational Culture
- Pay
- Skills and Career Advancement



Good Jobs Initiative Focus Areas

	Worker Empowerment
	Employer Engagement
	Agency Support



Tools for Improving Job Quality Used in BIL Projects

DOC

- Equity Plans

DOE

- Pre-apprenticeships
- Community Benefits Plans

DOT

- Supportive Services

DOI

- Data Collection



Project Labor Agreements as Tools for Equity

- Set **goals** for local hires
- institute **equity plans**
- implement **strategic recruitment** policies
- Require participation of small, **green, and/or diverse business enterprises**
- Establish **monitoring** bodies, employ enforcement mechanisms where appropriate, and require the public release of workforce diversity data
- Ensure compliance with anti-discrimination protections for workers and any other relevant laws



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For More Information visit:

The Good Jobs Initiative

www.dol.gov/general/good-jobs
