

## How Government Mandates for Project Labor Agreements Hurt Open-Shop Contractors

Government mandates for PLAs – even when competition, on its face, is open to all contractors – put open-shop contractors at a competitive disadvantage and discourage them from bidding on covered projects. This is because PLAs typically require such contractors to make fundamental and often costly changes in the way they do business. For example:

- x Most PLAs severely limit open-shop contractors' rights to use their current employees to perform work covered by the agreement. ake stly