**Purpose**

Special risks and challenges associated with large-scale construction projects may include delays in project timeline; unexpected increases in project labor costs; coordination challenges across multiple contractors and subcontractors; compliance with federal labor, wage, and equal opportunity laws; availability of appropriately skilled and trained workers to carry out project; labor disputes and unrest; and public and worker health and safety considerations. These potential risks and challenges are detrimental to the efficient and timely completion of the construction project.

**Applicability**

For construction projects greater than $35M in total construction costs and where DOE is contributing 10 percent or more of the project amount or as otherwise selected by DOE, a recipient may provide a certification that the Project is subject to a project labor agreement, meaning a pre-hire collective bargaining agreement consistent with section 8(f) of the National Labor Relations Act (29 U.S.C. 158(f)), or an existing collective bargaining agreement(s) consistent with the National Labor Relations Act (29 U.S.C. 151 et seq.) that addresses the above risks.

If the recipient does not provide such certification, the recipient must provide a construction project workforce continuity plan (WCP-C). A report on the recipient’s progress toward meeting the measures and objectives set forth in the WCP-C should be provided at the time of the continuation application, or as specified by the grants/contracting officer. If at any time it becomes apparent that the recipient is non-compliant with their Workforce Continuity Plan, additional reporting may be required.

**Content of the WCP-C**

The WCP-C should detail the following. If any of the items below are not applicable to the project, please provide a detailed explanation.

1. The names of the contractor, subcontractor and/or subrecipient organizations performing work on the Project, and the total number of workers employed or anticipated to be employed by each such entity, disaggregated by job title:
   1. The anticipated or actual number of contractors and sub-contractors working on the Project;
   2. The anticipated or actual number of workers on the Project hired directly and hired through a third party; and,
   3. The anticipated or actual wages and benefits of workers on the Project by classification.
2. Measures adopted and planned to ensure adequate supply and retention of appropriately skilled and unskilled labor to complete the Project in a timely, competent, and efficient manner throughout the life of the Project. Please provide specific activities, objectives and anticipated outcomes. This may include:
   1. Investments in and/or partnerships for career-track workforce education and training;
   2. Placement, and plan for continuous employment including in-house training;
   3. Registered apprenticeships or labor-management partnership training programs;
   4. Training partnerships with entities like unions, community colleges, and/or community-based groups;
   5. Competitive wages and benefits comparable to the local or regional labor market; and,
   6. Required professional licenses and certifications.
3. Measures adopted and planned to minimize risks of labor disputes and disruptions that could jeopardize timeliness and cost-effectiveness of the Project. Please provide specific activities, objectives and anticipated outcomes. This may include:
   1. Internal employee dispute resolution mechanism(s);
   2. Subcontractor dispute resolution mechanism(s);
   3. Ongoing training concerning workplace misconduct, and compliance with equal opportunity laws; and,
   4. Transparent pay structure.
4. Measures adopted and planned to ensure a safe and healthy workplace that avoids delays and costs associated with workplace illnesses, injuries, and fatalities. Please provide specific activities, objectives and anticipated outcomes. This may include:
   1. Descriptions of safety training, certification, and/or licensure requirements for all relevant workers (e.g., OSHA 10, OSHA 30, confined space, traffic control, or other training required of workers employed by contractors);
   2. Formal mechanism for raising workplace safety concerns;
   3. Transparency in providing resolutions to workplace safety concerns; and,
   4. Providing employees with sufficient sick leave.