



**FOR IMMEDIATE RELEASE:**

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## **Governor Healey Signs Executive Order to Ensure Safe, On Time, and On Budget Construction Projects**

*Order signed at Mass Building Trades Convention promotes use of project labor agreements by state agencies for large public works projects*

**SPRINGFIELD** – Today, at the Massachusetts Building Trades 106<sup>th</sup> Annual Convention, Governor Maura Healey signed an [Executive Order](#) to promote the use of project labor agreements (PLAs) by state agencies for large public works projects. The order aims to ensure that construction projects are successfully completed on-time and within budget, while increasing access to good-paying jobs for workers of all backgrounds.

A PLA is a collective bargaining agreement that is executed between contractors and labor organizations that establishes the terms and conditions of employment for all contractors, subcontractors, and craft labor employees performing work on a specific construction project. PLAs help to deliver high quality jobs for a diverse workforce and maintain competitive costs and project timelines. [Studies](#) have also found that PLAs do not add costs to construction projects, and in fact lower them. A [recent analysis](#) of a similar policy in Illinois found that PLAs increased competition and helped lower costs for taxpayers.

The Governor's order requires executive department agencies to review public works construction projects with estimated construction costs over \$35 million to determine if a PLA is in the best interest of the projects, workers and community. That analysis will take into account factors such as: scope, complexity, proposed schedule, site conditions, and the size and nature of the construction workforce required.

“There are so many critical construction projects underway all across the state – upgrading our roads and bridges, improving infrastructure for small businesses and more,” said **Governor Maura Healey**. “We know that it’s really important that these

projects are set up for success. This means ensuring that contractors have a trained and ready workforce to turn to and a plan for meeting deadlines, staying within budget and keeping everyone safe. In many cases, PLAs can help make that happen, while promoting good job opportunities for workers of all backgrounds, including veterans, women and minorities.”

“Project labor agreements have been proven to result in successful construction projects in the public and private sectors – from the new Holyoke Veterans Home to Gillette Stadium and TD Garden,” said **Lieutenant Governor Kim Driscoll**. “We’re proud to take this action today that will make sure our agencies are paying close attention to ways in which they can maximize the success of their projects while supporting our incredible, diverse workforce in Massachusetts.”

This Executive Order provides a framework for adhering to a section of the Mass Leads economic development bill passed by the Legislature and signed by Governor Healey last year, which says that agencies may require a PLA on public works construction projects when doing so is in the best interests of Massachusetts. The order does not require a PLA for any construction project. It also does not limit any project to only union labor. Bids would be enlisted from union and non-union companies, opening opportunities for contractors to partner with a wide network of subcontractors to meet workforce needs.

“Governor Healey’s Executive Order signals the use of PLAs for complex, large public construction projects when in the best interest of the Commonwealth—a workforce strategy that will generate good wages and benefits for Massachusetts’ construction industry and workers,” said **Secretary of Labor and Workforce Development Lauren Jones**. “Our administration looks forward to leveraging this as a tool, when applicable, complemented by efforts to build a more diverse pool of apprentices and reduce barriers to attract more women and people of color as we work collaboratively with the industry to grow the workforce.”

This action is part of the Healey-Driscoll Administration’s commitment to creating opportunities for good-paying jobs for all workers, including union members, veterans, women and minorities. This order builds on actions Governor Healey took in 2024 to create opportunities for more firms and people to work on state construction projects. Last year, Governor Healey signed an [Executive Order](#) creating a Public Construction Advisory Council to identify barriers to the participation of small, emerging, and diverse businesses on public construction projects. She also signed an [Executive Order](#) to increase the participation of women and underrepresented groups in construction.

### **Statements of Support:**

#### **Frank Callahan, President, Massachusetts Building Trades Union:**

“This Executive Order will make a huge impact on the quality of life for current and future workers in the construction industry. It creates fair competition for all contractors

and ensures great careers and opportunities for workers. Every man and woman who labors in the construction industry deserves the opportunity to earn good wages and benefits under good and safe working conditions. By signing this executive order Governor Healey has made that opportunity a reality for thousands of trades men and women all across Massachusetts.”

**Chrissy Lynch, President, Massachusetts AFL-CIO:**

“Project Labor Agreements guarantee good wages and benefits, safe working conditions, and sustained investment in the local economy and workforce. These agreements ensure that projects create meaningful opportunities for workers across the board. Currently, unions train 80 percent of all apprentices of color and 88 percent of all women apprentices in our state, and they have been critical to achieving the Commonwealth’s diversity goals for construction. PLAs also have a proven track record in Massachusetts where they keep projects moving and costs low. The Massachusetts AFL-CIO applauds this Executive Order for doing better by workers, the community, and taxpayers across the Commonwealth.”

**John Fish, Chairman and Chief Executive Officer, Suffolk Construction Company:**

“By promoting the strategic use of project labor agreements on large, sophisticated construction jobs in the Commonwealth of Massachusetts, the Governor and her Administration are taking action to help ensure the most complex projects are built by a cohesive, well-trained workforce with the knowledge and experience to enhance project safety and prevent cost overruns and schedule delays. We applaud Governor Healey’s efforts to prioritize safety, workforce training and fiscal responsibility on construction projects that will have the greatest impact on our industry and region.”

**Nancy Luc, Executive Director, Building Pathways:**

"Building Pathways applauds Governor Healey’s Executive Order requiring agencies to review Project Labor Agreements (PLAs) on public construction projects over \$35 million. This commitment ensures that large-scale projects provide high-quality jobs with strong labor standards, equitable hiring practices, and critical workforce development opportunities. For our graduates, this means greater access to family-sustaining careers with fair wages, benefits, and the training needed to advance in the union building trades. By prioritizing PLAs, Massachusetts is not only investing in its infrastructure but also in a more inclusive and diverse workforce, strengthening pathways for women and underrepresented communities to thrive."

**Karen Courtney, Executive Director, Foundation for Fair Contracting of Massachusetts:**

“This executive order is a major step forward in ensuring that public projects not only deliver high-quality infrastructure but also uphold the principles of fairness,

transparency, and opportunity for workers across Massachusetts. By strengthening oversight and accountability on projects exceeding \$35 million, we are reinforcing the state's commitment to equitable access, ensuring that skilled workers receive fair wages, and providing a level playing field for all contractors. We commend Governor Healey for taking decisive action to support a workforce that reflects the diversity and strength of our Commonwealth.”

**Andrew DeAngelo, Executive Director, Greater Boston Plumbing Contractors Association, which represents over 70 businesses in Massachusetts:**

“The contractor community applauds Governor Healey for this Executive Order. Project Labor Agreements not only make sense for worker safety and jobsite protections, they also make business sense for both the contractor and the end user. By leveling the playing field for those bidding and ensuring an efficient and on-time completion, more subcontractors bid on the work competitively — and the end user gets the best finished product achievable.”

**Kristen Gowin, Executive Director, Greater Boston chapter of the National Electrical Contractors Association, which represents electrical, telecom, and other businesses:**

“The National Electrical Contractors Association of Greater Boston applauds Governor Maura Healey’s executive order on Project Labor Agreements (PLAs) as a significant step toward ensuring high labor standards, workforce development, and project efficiency in Massachusetts. This order will ensure a level playing field for all qualified contractors while upholding the highest standards of safety and quality. PLAs that create stability, efficiency, and opportunity, benefiting workers, contractors, and communities alike. We applaud this action as a step toward strengthening our industry and look forward to continuing our work in building a highly skilled and competitive workforce in the Commonwealth.”

**Ziquelle Smalls, Senior Organizer, Community Labor United:**

“This executive order championing PLAs is a monumental step towards an equitable, and sustainable future for Massachusetts. Committing to strong project labor agreements across sectors will create family-sustaining careers, advance opportunities for women and communities of color, and build the infrastructure our state urgently needs. This Executive order is a powerful demonstration of a ‘triple win’— for workers, communities, and a green economy. Community, Labor, and Government must stand united because only through collaboration and solidarity can we build the equitable, sustainable future that Massachusetts residents deserve.”

**Dávida Rocha, Executive Director, Neighbor to Neighbor:**

“As a statewide organization fighting for the needs of working-class and people of color in Massachusetts and building lasting state power, Neighbor to Neighbor celebrates

Governor Healey’s Leadership in reviewing public works construction projects with construction costs over \$35 million as not just an investment in our public infrastructure—it’s an investment in family-sustaining careers and real opportunities for working-class people, especially communities of color and women. By championing strong project labor agreements, we ensure that this transformative investment builds both a greener future and a more just economy for all.”

**Cindy Luppi, National Field Director, Clean Water Action:**

“Clean Water Action sees this executive order as a pivotal moment for both climate justice and public health. By focusing on sustainable infrastructure, we have the chance to address urgent environmental needs—improving our water system, reducing pollution, and creating green careers that support our communities. It’s essential that when Massachusetts invests in major projects we not only tackle climate change but also safeguard the well-being of those most impacted, ensuring clean, safe environments for future generations.”

**Mimi Ramos, Executive Director, New England Community Project:**

“This executive order is a game-changer for New England communities, especially for those seeking access to green careers and childcare opportunities. At the New England Community Project, we know that a just transition means creating pathways to family-sustaining careers as well as building more green, affordable, equitable and accessible housing. Under this border we’ll not just build sustainable infrastructure but we can imagine more, especially for women and people of color: expanded childcare options, flourishing careers in our economy, and balanced families with space to grow and thrive.”

**Dwain Tyndal, Executive Director, Alternatives for Community & Environment (ACE):**

“For frontline communities across New England, and especially in Massachusetts, the executive order on PLAs for state-funded projects over \$35 million presents a pivotal opportunity to create green transit infrastructure that addresses both the climate crisis and long-standing inequities. At Alternatives for Community & Environment, we believe that every decision must center those who have been most affected by environmental injustice and lack of equitable transportation options. This investment provides a chance to build transit systems that not only reduce carbon emissions but also ensure that working-class communities have access to reliable, sustainable transportation. By prioritizing their voices and needs, we can ensure that a just transition to green infrastructure benefits all.”

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