

Labor Unions and Offshore Wind 101 Part 2: Project Labor Agreements

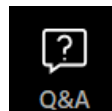
January 15, 2026



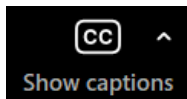
Webinar Logistics

All attendees are in “listen only” mode – your webcam and microphone are disabled. The Chat function is also disabled for attendees.

Submit questions and comments via the Q&A panel



Automated captions are available



Speakers' bios will be made available in the chat

This webinar is being recorded. We will email you a webinar recording within 48 hours. This webinar will be posted on CESA's website at www.cesa.org/webinars



Celebrating 20 Years of State Leadership



The Clean Energy States Alliance (CESA) is a national, nonprofit coalition of public agencies and organizations working together to advance clean energy.

CESA members—mostly state agencies—include many of the most innovative, successful, and influential public funders of clean energy initiatives in the country.

CleanEnergy States Alliance

www.cesa.org



MAINE DEPARTMENT OF
Energy Resources



Maryland
Energy
Administration



NYSERDA



INCLUSIVE
PROSPERITY CAPITAL



Triple Bottom Line
Foundation

Wisconsin Office of Energy Innovation



NORTH CAROLINA
Environmental Quality



COLORADO
Energy Office



WISCONSIN
ECONOMIC DEVELOPMENT



NORTH CAROLINA
DEPARTMENT of
COMMERCE



nbi new buildings
institute



Offshore Wind Accelerator

Engaging states in information sharing and networking to advance regional cooperation

Promoting equitable offshore wind development by working with frontline community-based organizations

Communicating offshore wind developments to a wide range of stakeholders.

www.cesa.org/projects/offshore-wind-accelerator



CleanEnergy
States Alliance

Offshore Wind Power Hub

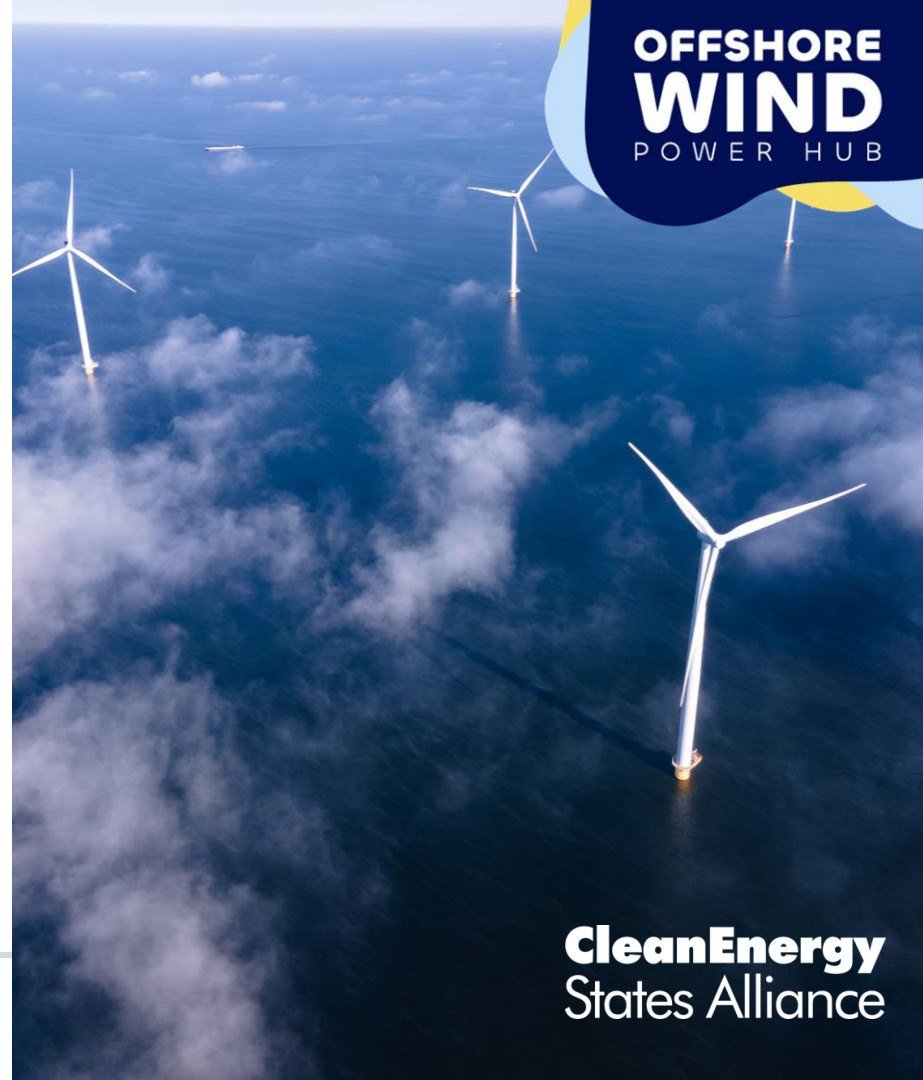
Interactive map tracks policies, projects and lease areas in the US.

Policymakers and offshore wind advocates have access to an exclusive forum and resource library, to enable collaboration and information sharing.



**National
Wildlife
Federation**

offshorewindpowerhub.org



Webinar Speakers



Francis Eanes
Maine Labor Climate
Council



Grant Provost
Ironworkers Local 7;
Maine AFL-CIO



Sam Schacht
Clean Energy States
Alliance



MAINE AFL-CIO





Thank You

Sam Schacht

Project Director

Clean Energy States Alliance



Sam.schacht@cleanegroup.org



www.cesa.org





Provide stability and predictability for large projects
Deliver benefits to local communities through jobs and training
Create great careers in a growing clean-energy industry



Negotiated by project owners, general contractors, unions,
and public entities


Agreements happen early—during design or pre-bid stage

Early commitment ensures smooth execution and clear
expectations



Union workers gain fair wages, training, and job security
Non-union workers benefit from standardized rules and protections
Developers can scale labor quickly for critical phases
States achieve local hiring and equity goals






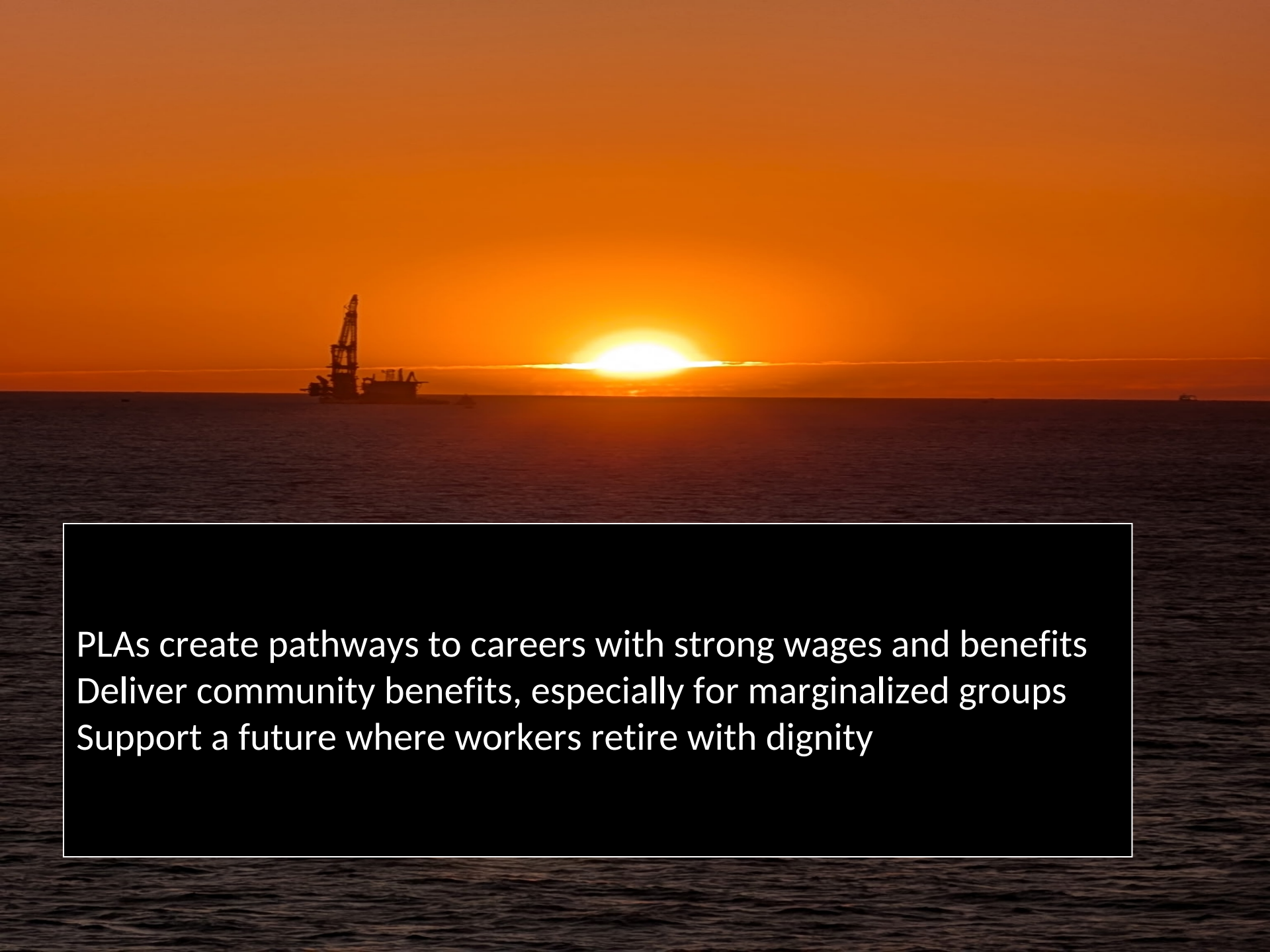
Vineyard Wind set diversity and local hiring targets
Ørsted's national agreement supports clean-energy workforce development
CVOW moved from pilot to commercial scale with a PLA for labor stability



PLAs set measurable diversity and inclusion goals
Fund pre-apprenticeship programs like Building Pathways
Include compliance oversight to ensure targets are met

A large offshore oil rig is being installed in the ocean. The rig is yellow and white, with a large crane on top. It is being lifted by a barge or platform. In the foreground, there are yellow buoys or markers in the water, some labeled 'G08' and 'G2'. The background shows a clear blue sky and a calm sea.

Define clear goals and reporting requirements
Push developers to commit early and reduce uncertainty
Accountability builds trust with communities and labor partners



PLAs create pathways to careers with strong wages and benefits
Deliver community benefits, especially for marginalized groups
Support a future where workers retire with dignity



Thank You

Ironworkers Local 7

Building a clean-energy future—together