

SAMPLE PLA PROVISION ON RESPECT PROGRAM

Section [XYZ]. RESPECT Program:

The [Employer] and the [Unions] share a strong commitment to fostering a positive job site culture and promoting values that reflect what a construction workplace should be: clean, safe, respectful, and welcoming to employees of all experience levels, backgrounds, and beliefs. Accordingly, the [Employer] and the [Unions] agree to implement the Code of Conduct attached as [Appendix F]. The Code of Conduct forms part of the Responsible Environment Supporting Positivity, Equity, Culture, and Treatment (RESPECT) Program, developed by North America's Building Trades Unions to elevate standards on construction projects. The RESPECT Program aims to create a work environment that attracts new workers to the industry while supporting, protecting, and retaining the existing workforce.