

Project 2025 and Skilled Trades Workers

<https://epiaction.org/2024/09/27/five-ways-project-2025-would-harm-construction-workers/>

Donald Trump's Project 2025 includes a long list of proposals that would lower wages, cut benefits, limit job opportunities, and increase risks of workplace injuries, discrimination, and wage theft for construction workers. Here are just five of the ways Project 2025 hurts construction workers.

Driving down wages and benefits

Project 2025 proposes slashing construction worker wages and benefits by repealing the Davis-Bacon Act ([p. 604](#)).

Apprenticeship

Project 2025 proposes allowing employers to make up their own rules on what counts as an "apprenticeship" under a system where "industry associations" or "religious organizations" could get federal approval (and even federal funding) to run their own training programs without adopting tested federal training standards ([p. 594-595](#)).

This would incentivize unscrupulous contractors to pad profits by cutting corners on training and creating a supply of cheap, short-term labor rather than investing in the development of skilled, career construction workers qualified to work on a wide range of jobs.

<https://www.americanprogress.org/article/project-2025-would-undermine-registered-apprenticeship-system-and-put-corporations-over-workers/>

Project 2025 Would Undermine the Registered Apprenticeship System and Put Corporations Over Workers

Project 2025 seeks to revive a failed Trump administration proposal called the Industry-Recognized Apprenticeship Program (IRAP), which was [quickly reversed](#) by the U.S. Department of Labor in 2021 after President Joe Biden took office. The [IRAP model](#) sought to eliminate and weaken quality standards and worker protections for apprenticeship programs, including by assigning oversight authority to third-party industry groups.

Tax Benefits

Project 2025 would impose a tax on any workplace benefits worth more than \$12,000 per year, incentivizing employers to cut back on health insurance, retirement, and other benefits ([p. 697](#)). This proposal would tax the benefits of an [estimated 15 million workers](#) and disproportionately impact unionized construction workers who typically negotiate high-quality health insurance and retirement benefits that help contractors recruit and retain skilled workers.

Eliminating project labor agreements on federal projects

Project 2025 proposes ending all requirements for project labor agreements (PLAs) on federal construction projects ([p. 604](#)). PLAs are widely used in the construction industry to establish minimum standards for employment and to prevent work stoppages, improving efficiency and quality outcomes on large projects. On some [major federal projects](#), the Biden-Harris administration has required PLAs to ensure that taxpayer-funded infrastructure projects generate good jobs, and because PLAs are effective mechanisms to control costs and ensure timely project completion.

<https://epiaction.org/2024/09/17/trumps-project-2025-would-put-over-20-million-workers-at-risk-of-wage-theft-and-lower-pay/>

Trump’s Project 2025 would put over 20 million workers at risk of wage theft and lower pay

Project 2025 encourages Congress to “pass legislation allowing waivers from federal labor laws like the FLSA [Fair Labor Standards Act]” ([p. 605](#)). While the proposal makes vague references to such waivers not taking away “any current rights held by workers or employers,” the clear intent is to allow states to disregard federal labor laws they don’t like.