Alabama

**Project Labor Agreements**
Adopted ABC model government-neutrality bill.

**Prevailing Wage**
No.

**Right to Work**
Yes.

**Public-Private Partnerships**
No statute authorizing or prohibiting P3s on vertical projects; statute authorizes P3s on horizontal projects (toll roads, bridges, ferries, causeways). Unsolicited bids are not allowed.

**Workforce Development Incentives**
Current labor supply satisfies 84.3% of peak labor demand.

**Career and Technical Education**
94% of CTE high school graduates are placed in colleges or careers.
Alabama recognizes NCCER as an approved curriculum for CTE programs.

**Job Growth Rate**
3.3%.

**Industry Overview**
### Prompt Pay

**Private:** Payment to contractor must be made in 30 days from pay request unless contract states otherwise. Final payment from owner is due no later than 60 days after completion of contractor's work or substantial completion. Interest at 1% per month after 30 days.

**Public:** Payment to contractor must be made in 30 days from completion of work and presentation of proper invoice. Interest at 1% per month after 30 days.

**Subs:** Payment must be made to subs and from subs to lower tiers within 7 days, unless otherwise agreed.

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### Immigration/E-Verify Mandate

The Beason-Hammon Alabama Taxpayer & Citizen Protection Act (Act 2011-535), signed by Governor Robert Bentley, requires all employers, public and private, within the State of Alabama verify the legal presence of their employees. E-Verify is also required to receive any government contract, grant, or incentives. Alabama businesses with 25 or fewer employees may elect to use the Alabama E-Verify Employer Agent Service.

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### Business Facts

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<th>Section</th>
<th>Details</th>
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<tbody>
<tr>
<td>Minimum Wage</td>
<td>None.</td>
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<tr>
<td>Percentage of Pensions Funded</td>
<td>70.9%</td>
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<tr>
<td>Effective Real-Estate Tax Rate</td>
<td>0.42%</td>
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<tr>
<td>Corporate Income Tax Rate(s)</td>
<td>6.5%</td>
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<tr>
<td>State and Local Public Construction Expenditures (in millions)</td>
<td>$3,384</td>
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