Mississippi

**Project Labor Agreements**
Statute prohibits state or local entities from requiring a PLA without approval by the legislature.

**Prevailing Wage**
No.

**Right to Work**
Yes.

**Public-Private Partnerships**
Statute authorizes the use of P3s on toll facilities, but does not permit or prohibit the use of P3s on vertical projects. Unsolicited bids are allowed.

**Workforce Development Incentives**
Current labor supply satisfies 65% of peak labor demand.
State offered $0 in grants and incentives for workforce preparation and development in 2019.

**Career and Technical Education**
87% of CTE high school graduates are placed in colleges or careers.
Mississippi recognizes NCCER as an approved curriculum for CTE programs.

**Job Growth Rate**
-1.6%.

**Industry Overview**
Prompt Pay

**Private:** Progress payments if agreed or if the contractor is not paid in full within thirty (30) calendar days from the first occurrence of one (1) of the above-mentioned events, then the final payment shall bear interest.

**Public:** Progress payments or within 45 days of invoice.

**Subs:** For public and private, prime must pay sub within 15 days of payment. No law for subs to lower tiers.

Immigration/E-Verify Mandate

All private employers, state contractors, and state agencies must use E-Verify. Penalties include license suspension and contract debarment.

Percentage of State GDP From Nonresidential Construction

4.3%.

Incidence Rate

9 (fatal rate only).

Occupational Safety & Health Oversight (State vs. Federal)

Federal oversight.

Percentage of Union Membership in Private Construction

2.3%.

Marijuana Legalization Status

Decriminalized for personal use.

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**Business Facts**

**Minimum Wage**

$7.25

**Percentage of Pensions Funded**

58%

**Effective Real-Estate Tax Rate**

0.8%

**Corporate Income Tax Rate(s)**

0% - 5%

**State and Local Public Construction Expenditures (in millions)**

$2,258

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