North Carolina

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

**Prevailing Wage**
No.

**Right to Work**
Yes.

**Public-Private Partnerships**
Statute authorizes the use of P3s on horizontal and vertical construction projects but does not allow unsolicited bids.

**Workforce Development Incentives**
Current labor supply satisfies 77.8% of peak labor demand.

State offered $0 in grants and incentives for workforce preparation and development in 2019.

**Career and Technical Education**
99% of CTE high school graduates are placed in colleges and careers.

North Carolina does recognize NCCER as an approved curriculum for CTE programs.

**Job Growth Rate**
3.8%.

**Industry Overview**

<table>
<thead>
<tr>
<th>OVERALL RANK</th>
<th>13</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project Labor Agreements</td>
<td>A</td>
</tr>
<tr>
<td>Prevailing Wage</td>
<td>A</td>
</tr>
<tr>
<td>Right to Work</td>
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</tr>
<tr>
<td>Public-Private Partnerships</td>
<td>A</td>
</tr>
<tr>
<td>Workforce Development Incentives</td>
<td>B</td>
</tr>
<tr>
<td>Career &amp; Technical Education</td>
<td>A</td>
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<tr>
<td>Job Growth Rate</td>
<td>B</td>
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</tbody>
</table>

**Compared to the National Average**

<table>
<thead>
<tr>
<th>NORTH CAROLINA</th>
<th>NATIONAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>PLA</td>
<td>B</td>
</tr>
<tr>
<td>PPP</td>
<td>C</td>
</tr>
<tr>
<td>WDI</td>
<td>C</td>
</tr>
<tr>
<td>CTE</td>
<td>B</td>
</tr>
<tr>
<td>JGR</td>
<td>C</td>
</tr>
</tbody>
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Visit Our Local State Chapters

ABC of the Carolinas
### Prompt Pay

**Private:** No law in place.

**Public:** Owner must pay prime within 45 days of finished project.

**Subs:**
- Private: Prime must pay subs and subs must pay lower tiers within 7 days of receipt.
- Public: Prime must pay sub and sub must pay lower tiers within 7 days of receiving payment from owner.

### Immigration/E-Verify Mandate

Statute requires all state agencies, office, and universities, as well as state and local government contractors, to use E-Verify. Furthermore, all counties, cities, and private employers with more than 25 employees must use E-Verify. Seasonal workers are not required to be verified through E-Verify.

### Percentage of State GDP From Nonresidential Construction

3.9%.

### Incidence Rate

0.8

### Occupational Safety & Health Oversight (State vs. Federal)

State plan covers private workplaces and state and local government workplaces.

### Percentage of Union Membership in Private Construction

0.8%

### Marijuana Legalization Status

Low THC/CBD has been legalized for medicinal use, decriminalized for personal use.

## Business Facts

<table>
<thead>
<tr>
<th>Category</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum Wage</td>
<td>7.25</td>
</tr>
<tr>
<td>Percentage of Pensions Funded</td>
<td>90.7%</td>
</tr>
<tr>
<td>Effective Real-Estate Tax Rate</td>
<td>0.85%</td>
</tr>
<tr>
<td>Corporate Income Tax Rate(s)</td>
<td>2.50%</td>
</tr>
<tr>
<td>State and Local Public Construction Expenditures (in millions)</td>
<td>$9,369</td>
</tr>
</tbody>
</table>