Tennessee

Project Labor Agreements
Adopted ABC model government-neutrality bill.

Prevailing Wage
Only for highway contractors and subcontractors; $50,000.

Right to Work
Yes.

Public-Private Partnerships
Statute authorizes the Department of Transportation to enter into P3s to develop a tollway or toll facility, as well as mass transit projects and their associated facilities. Bridges, highways and tunnels are excluded. Unsolicited bids are allowed, but competing bids are accepted during a subsequent 90-day review process.

Workforce Development Incentives
Current labor supply satisfies 77.5% of peak labor demand.

State offered $1,464,900 in grants and incentives for workforce preparation and development in 2019.

Career and Technical Education
98% of CTE high school graduates are placed in colleges or careers.

Tennessee does recognize NCCER as an approved curriculum for CTE programs.

Job Growth Rate
3.0%.

Industry Overview

OVERALL RANK

Project Labor Agreements  A
Prevailing Wage  B
Right to Work  A
Public-Private Partnerships  B
Workforce Development Incentives  D
Career & Technical Education  A
Job Growth Rate  B

Compared to the National Average

TENNESSEE NATIONAL

A PLA B
B PPP C
D WDI C
A CTE B
B JGR C

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ABC Greater Tennessee Chapter
### Prompt Pay

- **Private:** Owner must pay prime within 30 days of invoice.
- **Public:** Owner must pay prime within 45 days unless otherwise agreed.
- **Subs:** For both public and private, the prime must pay subs and subs pay lower tiers within 30 days.

### Immigration/E-Verify Mandate

All employers must use E-Verify for new employees or request newly hired employee provide a valid state issued driver license or photo ID card.

### Percentage of State GDP From Nonresidential Construction

3.9%.

### Incidence Rate

3.0

### 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

5.1%

### Marijuana Legalization Status

Low THC marijuana legalized for medicinal 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>96.5%</td>
</tr>
<tr>
<td>Effective Real-Estate Tax Rate</td>
<td>0.74%</td>
</tr>
<tr>
<td>Corporate Income Tax Rate(s)</td>
<td>6.50%</td>
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<tr>
<td>State and Local Public Construction Expenditures (in millions)</td>
<td>$3,713</td>
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</tbody>
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