Texas

Project Labor Agreements
Statute prohibits government mandated PLAs on state projects, including the issuance of debt by the state for the construction of public school facilities.

Prevailing Wage
Yes; no monetary threshold.

Right to Work
Yes.

Public-Private Partnerships
Statute authorizes the use of P3s on horizontal and vertical construction projects. Unsolicited bids are accepted, but through a competitive bid process.

Workforce Development Incentives
Current labor supply satisfies 66.5% of peak labor demand.

Career and Technical Education
97% of CTE high school graduates are placed in colleges or careers.
Texas does recognize NCCER as an approved curriculum for CTE programs.

Job Growth Rate
3.7%

Industry Overview
### Prompt Pay

| **Private**: Payment must be made no later than the 35th day after the date the owner receives the request. | ABC Coastal Bend Chapter |
| **Public**: Payment must be made 31 days after invoice. | ABC Greater Houston Chapter |
| **Subs**: | ABC South Texas Chapter |
| – Private: The prime must pay subs and subs must pay lower tiers within 7 days. | ABC Southeast Texas Chapter Chapter |
| – Public: The prime must pay sub and sub must pay prime within 10 days. | TEXO |
| | ABC of Texas |
| | ABC Texas Gulf Coast Chapter |
| | ABC Texas Mid Coast Chapter |

### Immigration/E-Verify Mandate

Statute requires state agencies, contractors, and institutions of higher education to use E-Verify.

### Percentage of State GDP From Nonresidential Construction

8.6%.

### Incidence Rate

1.7

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

Federal oversight.

### Percentage of Union Membership in Private Construction

5.1%

### Marijuana Legalization Status

Low THC marijuana legal for medicinal use.

## Business Facts

| **Minimum Wage** | 7.25 |
| **Percentage of Pensions Funded** | 76.1% |
| **Effective Real-Estate Tax Rate** | 1.83% |
| **Corporate Income Tax Rate(s)** | 0% (Tax on Gross Receipts) |
| **State and Local Public Construction Expenditures (in millions)** | $33,389 |