



GUARDRAILS FOR RESPONSIBLE DATA CENTER DEVELOPMENT

THE FIVE CORE GUARDRAILS

Data Centers are essential to our nation's economic competitiveness, technological leadership, and national security. The construction of these facilities and the subsequent need to update our aging infrastructure presents extraordinary opportunities for LIUNA members to create good union careers. For LIUNA, our objective is clear: we support responsible, union-built data centers to secure high-quality construction jobs for our members. We recognize these are local battles and we understand many of the valid concerns community members have, but moratoriums are not the answer. Instead, state and local leaders should establish clear guardrails that allow development to move forward while protecting workers, ratepayers, and communities. To do that, LIUNA has developed a set of five principles that data centers must adhere to to earn our support:

1. High-Road Labor Standards

Data center construction and development should create high-quality jobs and uphold strong labor standards. Construction and development activities should be performed by signatory contractors and covered by Project Labor Agreements (PLAs) to promote workforce stability, safety, quality workmanship, and timely project delivery.

2. Community Benefits and Accountability

Communities hosting data centers should see clear, measurable, and lasting benefits from development. Developers should engage communities early and transparently to establish commitments that reflect local priorities.

3. Environmental Accountability

Data center development should move forward responsibly while protecting water resources, surrounding communities, and the environment.

4. Local Hiring and Registered Apprenticeship

Data center development should create careers, not just jobs. Projects should prioritize local hiring and the utilization of Registered Apprenticeship programs through labor-management partnerships to create long-term career pathways with family-sustaining wages and benefits. Developers should establish measurable local hiring and workforce participation goals.

5. Energy Sustainability and Ratepayer Protection

Data center growth cannot come at the expense of families and local businesses through dramatically higher utility costs or diminished grid reliability. Developers, utilities, regulators, and policymakers should establish comprehensive energy strategies that ensure data centers contribute appropriately to the infrastructure required to serve them.