



March 28, 2025

REAL ID and Federal Construction

On May 7, 2025, the long awaited enactment of the [REAL ID Act of 2005](#) will be in place, requiring any individual that boards a domestic flight or enters a Federal facility to be compliant.

NECA contractors should be vigilant to their employee's ability to comply with the Act as it could directly impact workforce mobility and jobsite access. Starting on that date, individuals will need a REAL ID-compliant driver's license or another acceptable [form of identification](#) (like a passport) to board domestic flights or enter certain federal facilities, including some military bases and government buildings where NECA contractors may perform work. If employees, subcontractors, or project partners are turned away due to non-compliant IDs, it could cause delays, missed deadlines, or access issues on federally funded jobs.

REAL ID resources are available through the [US Department of Homeland Security](#) website. Being proactive now helps ensure crews are ready and projects stay on track.

This material is for informational purposes only. The material is general and is not intended to be legal advice. It should not be relied upon or used without consulting a lawyer to consider your specific circumstances, possible changes to applicable laws, applicable CBAs, prime contracts, subcontracts, rules and regulations and other legal issues. Receipt of this material does not establish an attorney-client relationship.