

PROPOSED

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2025, Legislative Day No. 23

Bill No. 100-25

Introduced by Mr. Smith

By the County Council, December 15, 2025

Introduced and first read on December 15, 2025
Public Hearing set for January 20, 2026
Bill Expires March 20, 2026

By Order: Kaley Schultze, Administrative Officer

A BILL ENTITLED

1 AN ORDINANCE concerning: Purchasing – Procurement – Project Labor Agreements

2
3 FOR the purpose of establishing requirements for the use of Project Labor Agreements on
4 certain County-funded construction projects; promoting fair labor standards, local
5 hiring, and workforce development opportunities for County residents; and generally
6 relating to purchasing.

7
8 BY renumbering: §§ 8-2-118 through 8-2-123, respectively to be §§ 8-2-119 through 8-2-
9 124, respectively
10 Anne Arundel County Code (2005, as amended)

11
12 BY adding: § 8-2-118
13 Anne Arundel County Code (2005, as amended)

14
15 SECTION 1. *Be it enacted by the County Council of Anne Arundel County, Maryland,*
16 That §§ 8-2-118 through 8-2-123, respectively, of the Anne Arundel County Code (2005,
17 as amended) is hereby renumbered to be §§ 8-2-119 through 8-2-124, respectively.

18
19 SECTION 2. *And be it further enacted,* That Section(s) of the Anne Arundel County
20 Code (2005, as amended) read as follows:

ARTICLE 8. PURCHASING.

TITLE 2. PROCUREMENT

EXPLANATION: CAPITALS indicate new matter added to existing law and taglines.
[[Brackets]] indicate matter deleted from existing law and taglines.
Captions and taglines in **bold** in this bill are catchwords and are not law.
Asterisks *** indicate existing Code provisions in a list or chart that remain unchanged.

1 **8-2-118. PROJECT LABOR AGREEMENTS.**

2
3 (A) **DEFINITIONS.** IN THIS SECTION, THE FOLLOWING TERMS HAVE THE MEANINGS
4 INDICATED.

5
6 (1) "COUNTY CONSTRUCTION PROJECT" MEANS ANY PROJECT FOR THE
7 CONSTRUCTION, ALTERATION, REPAIR, OR IMPROVEMENT OF COUNTY-OWNED
8 FACILITIES OR INFRASTRUCTURE THAT IS FUNDED, IN WHOLE OR IN PART, BY COUNTY
9 APPROPRIATIONS OR FINANCIAL ASSISTANCE.

10
11 (2) "DEPARTMENT" MEANS THE DEPARTMENT OF PUBLIC WORKS OR ANY OTHER
12 COUNTY AGENCY RESPONSIBLE FOR ADMINISTERING COUNTY CONSTRUCTION PROJECTS
13 SUBJECT TO THIS TITLE.

14
15 (3) "NONPROFIT ORGANIZATION" MEANS AN ORGANIZATION RECOGNIZED AS TAX-
16 EXEMPT UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE THAT RECEIVES
17 COUNTY FINANCIAL ASSISTANCE OR GRANT FUNDING TO COMPLETE A PROJECT FOR
18 COMMUNITY BENEFIT.

19
20 (4) "PROJECT LABOR AGREEMENT" MEANS A PRE-HIRE COLLECTIVE BARGAINING
21 AGREEMENT WITH ONE OR MORE LABOR ORGANIZATIONS THAT ESTABLISHES THE TERMS
22 AND CONDITIONS OF EMPLOYMENT FOR A SPECIFIC COUNTY-FUNDED CONSTRUCTION
23 PROJECT.

24
25 (5) "WORKFORCE HOUSING PROJECT" MEANS A RESIDENTIAL CONSTRUCTION
26 PROJECT, INCLUDING MIXED-INCOME DEVELOPMENTS, THAT INCLUDES AFFORDABLE
27 HOUSING OPPORTUNITIES FOR HOUSEHOLDS EARNING BELOW THE AREA MEDIAN
28 INCOME, AS DETERMINED BY THE COUNTY OR STATE.

29
30 (B) **REQUIREMENTS.** ALL COUNTY CONSTRUCTION PROJECTS WITH A TOTAL
31 ESTIMATED COST OF \$10,000,000 OR MORE SHALL REQUIRE, AS PART OF ANY SOLICITATION
32 FOR A CONSTRUCTION CONTRACT, THAT EVERY CONTRACTOR AND SUBCONTRACTOR
33 THAT WILL ENGAGE IN THE CONSTRUCTION PROJECT AGREE TO NEGOTIATE, EXECUTE, OR
34 BECOME A PARTY TO A PROJECT LABOR AGREEMENT, FOR THE PROJECT, WITH ONE OR
35 MORE LABOR ORGANIZATIONS IF:

36
37 (1) USE OF A PROJECT LABOR AGREEMENT WILL ADVANCE THE COUNTY'S
38 INTEREST IN PROMOTING LABOR-MANAGEMENT STABILITY, LOCAL WORKFORCE
39 PARTICIPATION, AND ENSURING COMPLIANCE WITH LAWS AND REGULATIONS
40 GOVERNING WORKPLACE SAFETY AND HEALTH, EQUAL EMPLOYMENT OPPORTUNITY,
41 LABOR AND EMPLOYMENT STANDARDS, AND OTHER APPLICABLE REQUIREMENTS; AND

42
43 (2) THE DEPARTMENT DETERMINES THAT A PROJECT LABOR AGREEMENT WILL
44 FURTHER THE COUNTY'S GOALS OF TIMELY COMPLETION, HIGH-QUALITY
45 WORKMANSHIP, AND EQUITABLE ECONOMIC OPPORTUNITY FOR COUNTY RESIDENTS.

46
47 (C) **CONTENTS.** A PROJECT LABOR AGREEMENT AGREED TO PURSUANT TO
48 SUBSECTION (B) SHALL:

49
50 (1) BIND ALL CONTRACTORS AND SUBCONTRACTORS ENGAGED IN CONSTRUCTION
51 ON THE PROJECT TO COMPLY WITH THE TERMS OF THE PROJECT LABOR AGREEMENT;

52
53 (2) CONTAIN GUARANTEES AGAINST STRIKES, LOCKOUTS, AND SIMILAR JOB
54 DISRUPTIONS;

55
56 (3) SET FORTH EFFECTIVE, PROMPT, AND MUTUALLY BINDING PROCEDURES FOR
57 RESOLVING LABOR DISPUTES ARISING DURING THE TERM OF THE PROJECT LABOR
58 AGREEMENT;

1 (4) PROVIDE OTHER MECHANISMS FOR LABOR-MANAGEMENT COOPERATION ON
2 MATTERS OF MUTUAL INTEREST AND CONCERN, INCLUDING PRODUCTIVITY, QUALITY OF
3 WORK, SAFETY, AND HEALTH;

4
5 (5) ESTABLISH THE TERMS AND CONDITIONS OF EMPLOYMENT FOR ALL
6 CONTRACTORS AND SUBCONTRACTORS ON A COUNTY CONSTRUCTION PROJECT
7 SUBJECT TO THIS SECTION;

8
9 (6) PERMIT ALL CONTRACTORS AND SUBCONTRACTORS TO BID AND OTHERWISE
10 COMPETE FOR CONTRACTS AND SUBCONTRACTS REGARDLESS OF AFFILIATION WITH
11 LABOR ORGANIZATIONS OR PARTICIPATION IN COLLECTIVE BARGAINING AGREEMENTS;
12 AND

13
14 (7) INCLUDE ANY ADDITIONAL REQUIREMENTS THAT THE DEPARTMENT OF PUBLIC
15 WORKS, IN CONSULTATION WITH THE OFFICE OF CENTRAL SERVICES, CONSIDERS
16 NECESSARY TO PROMOTE THE COUNTY'S INTEREST.

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18 (D) **EXEMPTIONS.** THIS TITLE DOES NOT APPLY TO WORKFORCE HOUSING PROJECTS.

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20 SECTION 3. *And be it further enacted,* That this Ordinance shall take effect 45 days
21 from the date it becomes law.