

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

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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.

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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.

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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.

8-2-118. PROJECT LABOR AGREEMENTS.

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

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

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

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

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

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

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

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

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

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

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

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

(3) SET FORTH EFFECTIVE, PROMPT, AND MUTUALLY BINDING PROCEDURES FOR RESOLVING LABOR DISPUTES ARISING DURING THE TERM OF THE PROJECT LABOR 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;
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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.