

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2026, Legislative Day No. 2

Resolution No. 1-26

Introduced by Ms. Pickard and Ms. Hummer

By the County Council, January 20, 2026

1 RESOLUTION establishing an Ad Hoc Committee to study and make
2 recommendations on the implementation of a Project Labor Agreements policy on certain
3 County-funded construction projects

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5 WHEREAS, A Project Labor Agreement (PLA) is a pre-hire contract between
6 unions and contractors setting employment terms for a specific construction project
7 including wages, benefits and dispute resolution; and

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9 WHEREAS, Other jurisdictions around the country have adopted PLA policies that
10 apply to certain government construction projects based on the estimated cost of
11 the project; and

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13 WHEREAS, The outcomes of these PLA policies have been inconsistent but
14 provide valuable insight into successful and unsuccessful PLA policies; and

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16 WHEREAS, in order to adopt a balanced and effective PLA policy, the County
17 should study costs and benefits, and determine program and policy benchmarks by
18 collaborating with contractors, union members, other members of trades, and
19 government officials; and

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21 WHEREAS, Section 303 of the Charter allows the Council to appoint special ad
22 hoc committees solely for the purpose of inquiry and fact finding; now, therefore,
23 be it now, therefore, be it

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25 *Resolved by the County Council of Anne Arundel County, Maryland*, That it hereby
26 establishes an Ad Hoc Committee to study and make recommendations on the
27 implementation of a PLA policy on certain County-funded construction projects; and be it
28 further

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30 *Resolved*, That the Ad Hoc Committee shall consist of at least:

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32 1. Two Councilmembers selected by a majority vote of the Council as a whole;
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34 2. Two members of building trade organizations or associations;
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36 3. Two members of unions or representatives of unions;
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38 4. Two members of private/merit shop contracts;

1 5. One representative of the County Executive's Office;

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3 and be it further

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5 *Resolved*, That the County Council shall provide staff to assist the committee with
6 organization and administrative needs; and be it further

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8 *Resolved*, That the County Council requests that the County Executive provide staff
9 support with subject matter experts related to a PLA policy from the Department of Public
10 Works, Office of Central Services, Office of Finance, and any other office or department
11 from which the Ad Hoc Committee considers relevant to a County contracting in general
12 and a PLA policy; and be it further

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14 *Resolved*, That the Ad Hoc Committee shall, in the course of its work and as part of its
15 final recommendations:

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17 1. Study, compare and contrast other jurisdictions PLA policy;

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19 2. Study and consider how Anne Arundel County can implement successful PLA
20 policies to meet recommended benchmarks and policy goals; and

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22 3. Make recommendations on PLA policies for Anne Arundel County to adopt and
23 provide analysis of other policies to avoid;

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25 and be it further

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27 *Resolved*, That the Ad Hoc Committee shall submit a final report to the County Council
28 no later than October 1, 2026.