



**EXECUTIVE ORDER  
No. 2024-013**

**PROJECT LABOR AGREEMENTS**

WHEREAS, Baltimore County Government has a compelling interest in strengthening workforce development through the creation of high-quality jobs and apprenticeship opportunities; and

WHEREAS, Project Labor Agreements may yield additional workforce development benefits, including creating apprenticeship opportunities and local hiring; and

WHEREAS, Baltimore County requires prevailing wages and local hiring requirements on County capital projects exceeding \$300,000; and

WHEREAS, Baltimore County has not previously required a Project Labor Agreement on a previous capital project; and

WHEREAS, Baltimore County has an interest in conducting a Project Labor Agreement pilot project to assess the benefits of such agreements, and to develop policy recommendations for the use of such arrangements in the future; AND

NOW, THEREFORE, on this    day of **DECEMBER 2024**, it is hereby **ORDERED** by the County Executive of Baltimore County:

**Section 1. Definitions**

- A. "Construction" means the (1) process of building, altering, improving, or demolishing an improvement to real property and (2) includes any major work necessary to repair, prevent damage to, or sustain existing components of an improvement to real property, as defined in Md. Code Ann., State Fin.& Proc. Article, Division II, §11-101 (f).
- B. "Labor Organization" means a labor organization as defined in Md. Code Ann., State Gov't § 20-601 (i)(1)-(2) of which building and construction employees are members.
- C. "Project Labor Agreement" or "PLA" is a pre-hire collective bargaining agreement between the successful bidder on a large-scale capital construction contract and one or more labor organizations that establishes terms and conditions of employment for all crafts performing work on a specific construction project.

**Section 2. Project Labor Agreement Pilot**

Upon the execution of this Executive Order, in consultation with County agencies, the County Office of Budget and Finance shall identify capital projects in the construction phase and would be suitable for completion via Project Labor Agreements. Agencies shall evaluate projects for

certain criteria, including size, cost, and construction timeline of the project, as well as the number of trades and jobs involved. A project shall then be selected for construction using a Project Labor Agreement in Baltimore County. The County shall issue a Request for Proposals (RFP) for the selected project and require that a Project Labor Agreement be negotiated by the contractor with the appropriate labor organizations. The County shall engage with stakeholders, including contractors and labor organizations, to promote the RFP.

### **Section 3. Criteria for Project Labor Agreement Pilot Program**

The County's use of a Project Labor Agreement shall be made when such an agreement will advance the County's interest in efficiency, quality, health, safety, timeliness, employing a skilled labor force, and producing labor stability. When evaluating projects for a potential Project Labor Agreement, the following factors must be considered:

- The potential for labor disruptions, such as strikes, lockouts, or slowdowns, which could affect completion of the project;
- The number of trades and crafts anticipated to be used on the project;
- The need and urgency of the project and the harm to the public if completion of the project is delayed;
- The size and complexity of the project;
- The funding sources for the project and whether the project includes federal funds; and
- The impact on project costs, if any, and the County's obligation to encourage maximum practicable competition favoring open competitive bidding during the procurement process.

The decision to require the use of a Project Labor Agreement shall be made prior to selecting the method of contracting for the project and shall be supported by written findings that clearly demonstrate how the use of a Project Labor Agreement will benefit the project and the interests of the public and the County from an efficiency, quality, safety and timeliness standpoint.

### **Section 4. Project Labor Agreements Not Required**

This Executive Order does not require the County to use or include the use of a Project Labor Agreement in additional capital construction contracts other than the contract selected for the pilot program.

This Order does not promote the selection of any union, trade council, or labor organization.

### **Section 5. Requirements of Project Labor Agreements.**

Any Project Labor Agreement reached pursuant to this order shall:

- (a) bind all contractors and subcontractors on the construction project through the inclusion of appropriate specifications in all relevant solicitation provisions and contract documents;
- (b) allow all contractors and subcontractors on the construction project to compete for contracts and subcontracts without regard to whether they are otherwise parties to collective bargaining agreements;
- (c) contain guarantees against strikes, lockouts, and similar job disruptions;

(d) set forth effective, prompt, and mutually binding procedures for resolving labor disputes arising during the term of the Project Labor Agreement;

(e) provide other mechanisms for labor-management cooperation on matters of mutual interest and concern, including productivity, quality of work, safety, and health; and

(f) fully conform to all applicable County, state and federal statutes, regulations, and executive orders.

**Section 6. Reporting and Evaluation**

(a) Upon completion of a project under the pilot program, the County shall evaluate the process and outcome of the Project Labor Agreement, focusing on budget adherence, timeliness of project completion, labor stability and workforce satisfaction, quality of construction, and economic impact, including outcomes related to local hiring, apprenticeships, and job creation.

b) A report briefly summarizing the fiscal impact of the PLA pilot project shall be submitted to the County Administrative Officer within 120 days of completion.

**Section 7: Effective Date**

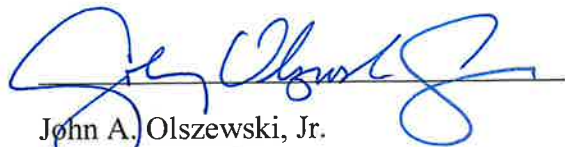
This Order shall take effect immediately and shall remain in effect until rescinded, superseded, amended, or revised by order of the County Executive. The effect of any policy, rule or regulation of any agency of Baltimore County, Maryland inconsistent with this Order is hereby suspended, except to the extent that the suspension of such policy, rule or regulation would violate County procurement law(s).

**Section 8.** A copy of this Executive Order shall be made available on-line at [www.baltimorecountymd.gov](http://www.baltimorecountymd.gov) for the public.

ATTEST:



Dawn Kile  
Executive Secretary



John A. Olszewski, Jr.  
County Executive

Reviewed for Form and Legal Sufficiency and Approved for Execution.



James R. Benjamin, Jr.  
County Attorney