RESOLUTION NO. 081396

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

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RESOLUTION APPROVING A PROJECT LABOR AGREEMENT BETWEEN THE COUNTY OF SAN MATEO AND THE SAN MATEO COUNTY BUILDING AND CONSTRUCTION TRADES COUNCIL, ALONG WITH AFFILIATED UNIONS, WHICH SHALL APPLY TO ALL COUNTY PUBLIC WORKS PROJECTS AWARDED OVER A FIVE-YEAR TERM, BEGINNING JULY 1, 2026, WITH AN ENGINEER'S ESTIMATE OR CUMULATIVE BID AMOUNT ABOVE THE MONETARY THRESHOLDS ESTABLISHED IN THE AGREEMENT, AND AUTHORIZING AND DIRECTING THE COUNTY EXECUTIVE, OR DESIGNEE(S), TO EXECUTE THE PROJECT LABOR AGREEMENT ON BEHALF OF THE COUNTY AND TAKE ALL STEPS NECESSARY AND APPROPRIATE TO EFFECTUATE AND CARRY-OUT ITS TERMS

RESOLVED, by the Board of Supervisors of the County of San Mateo, State of California, that:

WHEREAS, a Project Labor Agreement ("PLA") is a pre-hire collective bargaining agreement that applies to a specific construction project or series of construction projects for the duration of the project(s) and is between the owner of the project(s) and a group of unions; and

WHEREAS, the owner and unions enter a PLA before the owner solicits bids for construction of the project(s) and the PLA is included in the bid documents, and the winning bidder is required to abide by the terms of the PLA; and

WHEREAS, PLAs seek to promote the efficiency of construction operations through use of skilled labor and the peaceful settlement of labor disputes and grievances without strikes or lockouts, outcomes which can result in the timely and economical completion of public works projects and improvement of labor relations; and

WHEREAS, PLAs also seek to establish and stabilize wages, hours, and working conditions for workers employed public works projects, thereby helping to improve the quality of work and safety on such projects and increasing potential economic opportunities for residents throughout San Mateo County; and

WHEREAS, PLAs have been implemented by local government across the State and the County has utilized project-specific PLAs on specific major capital projects, including the Maple Street Correctional Center, County Office Building 3, Parking Structure 2, the San Mateo County Health Campus, South San Francisco Wellness Center, and the Cordilleras Mental Health Facility; and

WHEREAS, the proposed PLA with the San Mateo County Building and Construction Trades Council and affiliated unions would apply more broadly to County public works projects awarded over a five-year term, beginning July 1, 2026, with an engineer's estimate or cumulative bid amount above the following monetary thresholds:

- $3 million or more for projects awarded on or after July 1, 2026
- $2.5 million or more for projects awarded on or after July 1, 2027
- $2 million or more for projects awarded on or after July 1, 2028
- $1 million or more for projects awarded on or after July 1, 2029, with this threshold adjusted annually thereafter based on the California Construction Cost Index; and

WHEREAS, the PLA provides for certain exceptions, including, without limitation, construction work performed by County staff as permitted by the Public Contract Code; maintenance and repair work; emergency work as defined by the Public Contract Code;

and where the requirements of the PLA are preempted by law or prohibited by either a lead agency or grant condition; and

WHEREAS, the PLA, among other things, regulates work stoppages, strikes, and lock outs; helps to guarantee fair wages, benefits, and conditions of employment on projects; and includes provisions for apprenticeship and pre-apprenticeship programs and the hiring of military veterans; and

WHEREAS, the PLA does not require any employee of a non-union contractor to join a union or to pay dues or fees to a union as a condition of working on a covered project; and

WHEREAS, this Board has been presented with the PLA, a copy of which is included as **Attachment A** and incorporated herein by this reference and has examined and approved it as to both form and content and desires to enter the PLA.

NOW THEREFORE, IT IS HEREBY DETERMINED AND ORDERED that the Board approves the PLA and authorizes and directs the County Executive, or designee(s), to execute the PLA on behalf of the County and take all steps necessary and appropriate to effectuate and carry-out its terms.

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RESOLUTION NUMBER: 081396

Regularly passed and adopted this 9th day of September, 2025

AYES and in favor of said resolution:

Supervisors: *JACKIE SPEIER*

NOELIA CORZO

RAY MUELLER

LISA GAUTHIER

DAVID J. CANEPA

NOES and against said resolution:

Supervisors: *NONE*

President, Board of Supervisors
County of San Mateo
State of California

Certificate of Delivery

I certify that a copy of the original resolution filed in the Office of the Clerk of the Board of Supervisors of San Mateo County has been delivered to the President of the Board of Supervisors.

Assistant Clerk of the Board of Supervisors