



June 8, 2026

Policy Analysis and Fiscal Impact Statement

TO: Government Operations and Fiscal Policy (GOFP) Committee

THRU: Sandra A. Eubanks
Committee Director

FROM: Roger G. Banegas 
Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement
CB-062-2026 Prevailing Hours and Wage Rates on Public Works - Employment -
Apprenticeable Trade

CB-062-2026 (*Proposed and Sponsored by:* Council Member Burroughs)

Assigned to the Committee of the Whole

AN ACT CONCERNING PREVAILING HOURS AND WAGE RATES ON PUBLIC WORKS - EMPLOYMENT - APPRENTICEABLE TRADES, for the purpose of generally requiring contractors and subcontractors on certain public works to employ workers from apprenticeable trades who are either apprentices participating in an apprenticeship program registered with the Maryland Apprenticeship and Training Council or who have completed a registered apprenticeship program; adding a certain definition; increasing the amount of damages for violations of the law; and generally relating to prevailing hours and wage rates on public works.

Fiscal Summary

Direct Impact:

Website: <https://pgccouncil.us> | Wayne K. Curry Administration Bldg.
Office: (301) 952-3431 | 1301 McCormick Drive, 3rd Floor
FAX: (301) 780-2097 | Largo, Maryland 20774

Expenditures:

- Minimal expenditures likely.

Revenues:

- Increased revenues depending on the number and severity of violations.

Indirect Impact:

Potentially favorable.

Legislative Summary

CB-062-2026¹, presented and sponsored by the Council Member Burroughs, was presented on June 2, 2026, and referred to the Committee of the Whole (COW). CB-062-2026 would amend the County's Prevailing Wage and Hour law to require contractors and subcontractors to, for apprenticeable trades, only hire a worker who is either an apprentice participating in an apprenticeship program registered with the Maryland Apprenticeship and Training Council, or who has completed a registered apprenticeship program. It would also increase the amount of liquidated damages for which a contractor would be liable to the County for violations of the law.

Current Law/Background

Maryland's Apprenticeship and Training Law and Regulation established a twelve-member body called the Maryland Apprenticeship and Training Council (MATC)². The Council formulates apprenticeship policies, registers standards and agreements, determines which skilled trades are apprenticeable, and formulates and adopts standards of apprenticeship that safeguard the welfare of all apprentices.

In the County, Division 14 of Subtitle 2³ establishes prevailing wage requirements for public works projects funded wholly or partially with County funds. Existing law requires contractors to pay prevailing wages, maintain payroll records, post wage determinations at project sites, and utilize apprentices in accordance with approved apprenticeship standards and apprenticeship-to-journeyman ratios. The Sections related to the Prevailing Wage law are 2-247, 2-251, 2-252, and 2-253.01.

¹ [CB-062-2026](#)

² [Maryland Department of Labor - Apprenticeship and Training Council](#)

³ [Subtitle 2. Administration. Division 14. Prevailing Hours and Wage Rates on Public Workers of the Prince George's County Code](#)

Section 2-247⁴ of the County Code defines the key terms used throughout the prevailing wage law, including, but not limited to:

- (a) **Apprentice:** means a person at least sixteen (16) years of age who has entered into a written agreement with an employer or his agent, an association of employers or an organization of employees, or a joint committee representing both, which states the trade, craft, or occupation which the apprentice is to be taught and the time at which the apprenticeship begins and ends, and who is registered in a program of the Maryland Apprenticeship and Training Council or the Bureau of Apprenticeship and Training of the U.S. Department of Labor.
- (b) **Board:** means the Wage Determination Board.
- (c) **Construction:** includes all construction, reconstruction, improvement, enlargement, painting and decorating, alteration, demolition, maintenance, rehabbing, resurfacing, pavement milling, mechanical systems service contracts or repair
- (d) **Prevailing Wage:** which includes both the basic hourly wage and qualifying fringe benefits.
- (e) **Public Body:** means Prince George's County or any department, officer, board, commission, or agency of the County.
- (f) **Public Works:** includes all buildings, bridges, dams, airports, highways, tunnels, roads, streets, alleys, ditches, sewers, sewage disposal plants, waterworks, land clearing, and excavation and all other structures or works, constructed for public use or benefit or paid for wholly or in part out of public funds, except work done by any public utility company subject to the jurisdiction of the Public Service Commission or other public authority, whether or not done under public supervision or direction or paid for wholly or in part out of public funds, unless let to contract. Public works also includes a mechanical systems service contract with a contract value in excess of the threshold amount codified at 41 U.S.C. 6702(A)(2), the McNamara O'Hara Service Contract Act of 1965, as amended.
- (g) **Workman:** means laborer, workman, and mechanic. High School students registered in work study programs approved by Prince George's County Board of Education are exempt from the provisions of Division 14.

Section 2-251⁵ of the County Code requires contractors and subcontractors on covered public works projects to pay workers and apprentices at least the prevailing wage rate established for the locality, pay the applicable prevailing overtime rate, make restitution if a worker is underpaid, and pay liquidated damages to the County if underpayments are not corrected as required.

Section 2-252⁶ of the County Code imposes recordkeeping and reporting requirements on contractors. It requires posting the applicable prevailing wage rates at the job site where workers can see them, maintaining payroll and wage records, submitting certified payroll records to the County within required timeframes, and potential penalties and withholding of payments for failure to provide records or post wage schedules.

⁴ [Sec. 2-247 of the Prince George's County Code](#)

⁵ [Sec. 2-251 of the Prince George's County Code](#)

⁶ [Sec. 2-252 of the Prince George's County Code](#)

Section 2-253.01⁷ of the County Code governs workforce qualifications on public works projects to prevent contractors from using lower-paid laborers to perform work that should be done by skilled tradespeople while being paid at lower rates. The language states the following:

- (a) On any public works to which this Division applies, only competent workmen and apprentices of the trades, crafts, and occupations shall be employed by the contractor and all subcontractors on the public works, provided that the use of apprentices and the ratio of journeymen to apprentices for each craft involved, shall conform to the apprenticeship programs approved by the Bureau of Apprenticeship Training of the U.S. Department of Labor, and as registered with the Maryland Apprenticeship Council, Department of Labor and Industry.
- (b) Nothing in this Division prevents the employment of laborers to perform work not ordinarily performed by a skilled mechanic or his apprentice of the trade, craft, or occupation, but no person receiving a rate of pay which is the prevailing rate of wages for skilled mechanic or apprentice of such trade, craft, or occupation.
- (c) Where a laborer performs the work ordinarily performed by any skilled mechanic or his apprentice, he shall be paid for the entire time he has performed such work at the rate of wages applicable to a skilled mechanic; and in the event of such underpayment, restitution shall be made by the contractor to said employee within five (5) working days after notice by the public body or employee, and thereafter, the contractor may be liable to the public body for liquidated damages in an amount not to exceed Ten Dollars (\$10.00) per day for each such violation. Each day of violation shall constitute a separate violation.

Resource Personnel

- Josh Hamlin, Legislative Attorney
- Preston Ross, Chief of Staff, Council District 8

Discussion/Policy Analysis

CB-062-2026 would repeal and reenact County Code Sections 2-247, 2-251, 2-252, and 2-253.01 by amending the County's Prevailing Wage and Hour law to require contractors and subcontractors to, for apprenticeable trades, only hire a worker who is either an apprentice participating in an apprenticeship program registered with the Maryland Apprenticeship and Training Council, or who has completed a registered apprenticeship program. It would also increase the amount of liquidated damages from \$10 per day to \$250 per day, for which a contractor would be liable to the County for violations of the law. These changes are seen in the language of Sections 2-251, 2-252, and 2-253.01.

The Bill also creates a new subsection (b) to Section 2-247 to add a definition to **Apprenticeable trade**, which means a trade recognized as an apprenticeable trade and with a program registered by the Maryland Apprenticeship and Training Council.

⁷ Sec. 2-253.01 of the Prince George's County Code

Section 2-253.01 has additional clarifying language added in subsection (a) stating that “a contractor or subcontractor shall...”. The words “employ” and “training” are added to 2-253.01(a)(1) lines 25 and 30. Additionally, a subsection (a)(2) is added to state that “for apprenticeable trades, only employ workmen who are either an apprentice participating in an apprenticeship program registered with the Maryland Apprenticeship and Training Council, or who have completed a registered apprenticeship program”, as briefly mentioned above.

CB-062-2026 intended to strengthen the County's apprenticeship system by creating a direct connection between public construction expenditures and workforce training programs.

Fiscal Impact:

- *Direct Impact:*

The enactment of CB-062-2026 will not have a direct adverse fiscal impact on the County. The bill may result in minor administrative costs due to prevailing wage compliance, but those costs are expected to be absorbed within the existing departmental operating budget. Additional staff may be needed to review apprenticeship documentation and worker qualification requirements, and to investigate violations. CB-062-2026 may generate additional revenues from liquidated damages and enforcement actions, depending on the number of violations, if any, since the primary goal of the increased penalty is to deter bad actors rather than to generate revenue.

- *Indirect Impact:*

The enactment of CB-062-2026 may have a favorable indirect impact on the County, as this bill seeks to increase participation in apprenticeship programs and create stronger incentives for contractors to invest in workforce development.

Appropriated in the Current Fiscal Year Budget:

No.

Effective Date of Proposed Legislation

The proposed Act shall take effect forty-five (45) calendar days after it becomes law.

If you require additional information or have questions about this fiscal impact statement, please call me.