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March 4, 2026

Dear Members of the Board:

I am respectfully submitting for your consideration the attached Resolution Authorizing a Project Labor Agreement (PLA) for the Roxbury Elementary School Construction Project.

As outlined in the Resolution, the Roxbury project is a core component of the Stamford Public Schools Long-Term Facilities Plan and has been duly authorized and appropriated through the City's School Construction Capital Program. With Arcadis serving as Owner's Representative and O&G Industries as Construction Manager at Risk, we are entering a critical phase of implementation, ensuring that construction is delivered on schedule, at the highest quality standards, and in a manner that maximizes benefits to Stamford residents.

### **Legal Framework in Connecticut**

Under Connecticut General Statutes §31-56b, municipalities may require a Project Labor Agreement for a specific public works project when it is determined to be in the public interest. The statute defines a PLA as a pre-hire collective bargaining agreement establishing uniform terms and conditions of employment for all contractors and subcontractors performing work on the project.

Connecticut has an established history of utilizing PLAs on major public infrastructure and school construction projects. Municipalities across the state such as Bridgeport, Hartford, New Haven, and Norwalk, have utilized PLAs on large-scale school construction and infrastructure initiatives where workforce stability, apprenticeship access, and schedule reliability were deemed essential.

The proposed Resolution makes the necessary public-interest determination required by §31-56b and directs that the agreement incorporate all statutory requirements.

### **Public Interest Determination**

The Resolution identifies specific findings supporting the City's determination that a PLA is in the public interest for this project, including:

- Ensuring access to a skilled and reliable workforce
- Preventing labor disruptions and construction delays
- Enhancing safety and construction quality
- Expanding apprenticeship and pre-apprenticeship opportunities
- Increasing economic participation for Stamford residents

Given the scale and complexity of the Roxbury replacement project, these objectives are essential to protecting the City's financial investment and ensuring on-time delivery.

### **Workforce Development & Community Benefits**

Beyond traditional labor stability, this Resolution integrates a robust workforce development strategy tailored specifically to Stamford:

- Good faith hiring goals for Stamford residents, minorities, women, veterans, and Stamford-based apprentices
- Engagement of a third-party workforce development entity tasked with recruiting no fewer than 100 Stamford residents into paid apprenticeship and pre-apprenticeship pathways
- Annual career fairs in partnership with relevant training institutes
- Formal collaboration with Stamford High School, Westhill High School, AITE, J.M. Wright Technical High School, Norwalk Community College, and UConn Stamford
- A minimum of 20 hours per week of structured on-site training experiences during project construction

This approach positions the Roxbury project not only as a capital investment, but as a workforce development engine aligned with Stamford's broader economic and educational objectives.

### **Fiscal Stewardship and Risk Mitigation**

PLAs are often used on complex public projects to:

- Reduce risk of work stoppages or jurisdictional disputes
- Standardize work rules across multiple trades
- Improve coordination on multi-year projects
- Support structured apprenticeship utilization
- Provide predictable labor cost frameworks

Given the magnitude of the City's investment in school construction and the importance of minimizing schedule risk, particularly where state reimbursement and bond financing are involved, the proposed PLA serves as a proactive risk management tool.

### **Administrative Oversight**

The Resolution authorizes the Director of Operations to ensure full statutory compliance prior to the agreement becoming effective and requires transmittal to the Board for public record once executed. This preserves transparency and legislative oversight throughout implementation.

The Roxbury Elementary School project represents one of the most significant public investments in Stamford's educational infrastructure in recent years. The proposed PLA is structured to protect that investment, strengthen the local workforce, and create measurable opportunity for Stamford residents, particularly youth and historically underrepresented populations.

I look forward to discussing this Resolution with you and am available to answer any questions in advance of your consideration.

Respectfully submitted,



Matthew Quinones  
Director of Operations  
City of Stamford