

WORKER EMPOWERMENT

Ensuring the full participation of all residents in Boston's economic vitality and future



Worker Empowerment Cabinet



The Worker Empowerment Cabinet advances the well-being of Boston workers in the public and private sectors. Our goals include:

- Setting the City's future policy and vision for workers
- Regulating, overseeing, and improving workplace conditions and health for workers, and
- Expanding economic opportunities for workers through quality jobs, financial and skills training, and career pipelines.



*Worker
Empowerment*



*Workforce
Development*



*Labor Compliance
and Worker Protections*



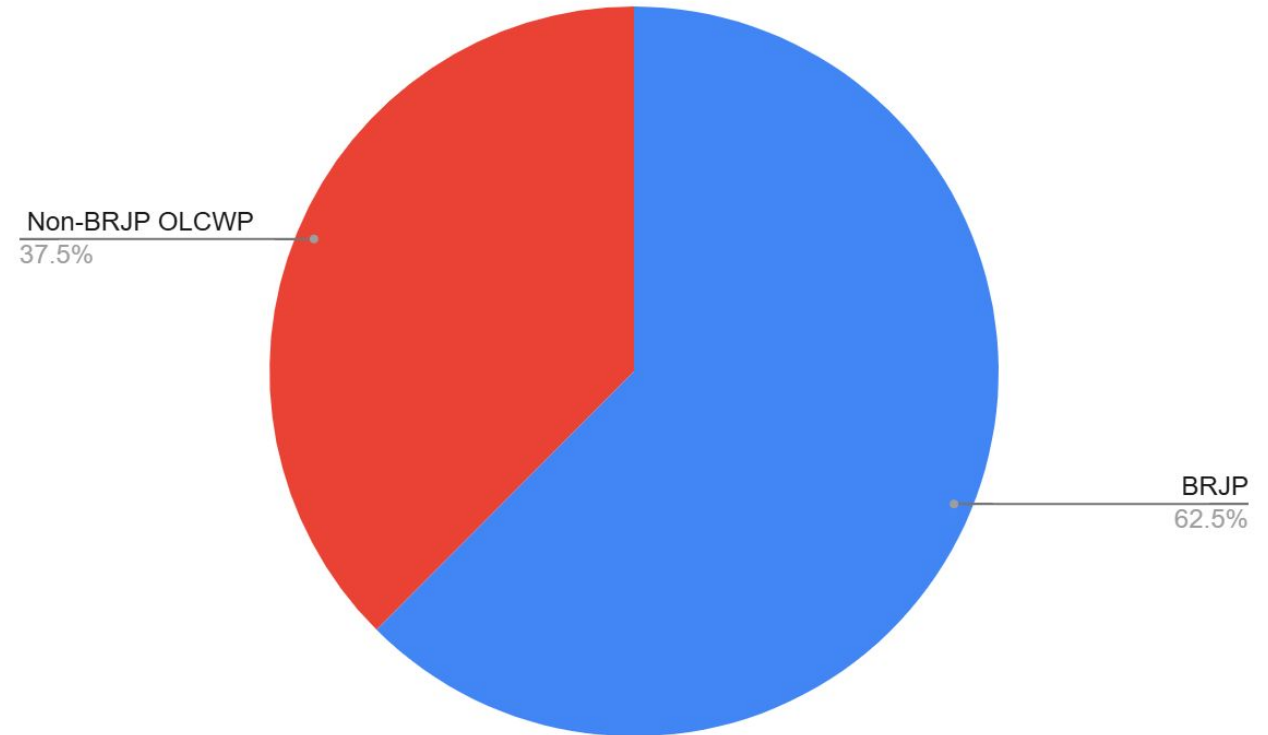
*Youth Employment
and Opportunity*

LABOR COMPLIANCE AND WORKER PROTECTIONS



The FY26 Operating Budget is **\$1,911,715** million, which is a \$55,080, 2.8% decrease relative to FY25. The decrease is mainly due to one-time contracted resources coming out of the budget, which is offset in part by the general wage increases.

\$1,194,499 62% of the budget and 10 of 13 staff, support the Boston Resident Jobs Policy Office.





Office of Labor Compliance and Worker Protections

Worker Empowerment Cabinet

CITY OF BOSTON

The Office of Labor Compliance and Worker Protections



The Office of Labor Compliance and worker Protections is Boston's central resource for workers. We protect and promote labor standards and policies that create fair workplaces for all workers.

The **Boston Residents Job Policy (BRJP)** sets hiring goals for Boston residents, people of color and women on public development projects and private development projects over 50,000 square feet.

Boston Jobs, Living Wage and Prevailing Wage Ordinance (LWO) requires that all workers providing labor for a job contracted with the City of Boston for \$25,000 or more be paid a living wage of at least \$18.20 (updated annually) and that building service workers be paid the prevailing wage. It also requires First Source Hiring Agreements.

The **Boston Wage Theft Executive Order** requires contractors disclose any previous wage and hour violations during the bidding process and leverages the authority of the Boston Licensing Board to ensure that employers are paying their workers lawfully.

OLCWP provides **free worker health and safety training** to support compliance with the *Construction and Demolition Safety Ordinance* which requires certain safety measures for any project seeking a construction or demolition permit from the Inspectional Services Department.

The **Workers' Safety and Rights Initiative** provides webinars, in person trainings and resource clinics that seek to provide workers with the information and resources they need to protect themselves on the job.

The Boston Resident Jobs Policy Ordinance

The Boston Resident Jobs Policy was established in 1983 and amended in 2017, to set employment standards for Boston residents, People of Color and women. Private development projects over 50,000 square feet and any public development project must meet the following employment standards:

- **at least 51% of the total work hours of journey people and 51% of the total work hours of apprentices in each trade must go to Boston residents,**
- **at least 40% of the total work hours of journey people and 40% of the total work hours of apprentices in each trade must go to people of color, and**
- **at least 12% of the total work hours of journey people and 12% of the total work hours of apprentices in each trade must go to women.**

To comply with the BRJP Ordinance, all contractors on covered projects must either meet these workforce standards or meet seven administrative requirements:

1. Attend Pre-Construction meetings with a BRJP Construction Monitor before the start of ANY construction activity
2. Provide copies of communications, confirmations requested or obtained as it relates to the specific project under review (i.e., Quarterly Workforce Projections or BRJP Jobs Bank Workforce Request Forms.
3. Provide referrals (Applicant Disposition Forms for walk-ons) to the BRJP Jobs Bank.
4. Provide weekly payroll with documentation of employee demographics*.
5. Provide documentation of Boston residency for employees who are Boston residents.
6. Attend Corrective Action Meetings with BRJP Construction monitors when requested.
7. Appear before the Boston Employment Commission when requested.

** Prevailing wage law in Massachusetts also requires that contractors on public works projects also submit weekly Certified Payroll Records, Weekly Statement of Compliance Forms, record of completion of OSHA 10 training, and (if it applies) for all covered employees.*

- The Boston Residents Jobs Policy Office has monitored **163 projects in FY25 to date** for compliance with hiring goals (51% Boston residents, 40% people of color and 12% women).
- Successful transition of compliance monitoring for BPDA projects to City of Boston BRJP Office
- Implementation of prevailing wage monitoring to ensure compliance with state and federal prevailing wage law.
- Creation of a [new, real-time dashboard](#) available on the Boston Resident jobs Policy website with data by year, project, contractor/subcontractor.

**From July 1, 2025 -
April 22, 2025:**

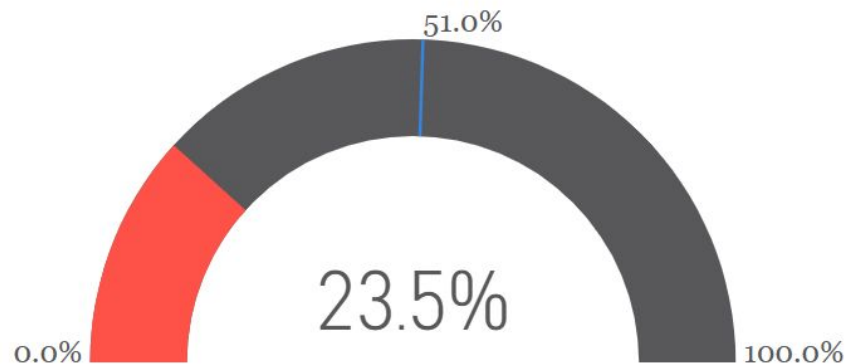
- **21% of the work hours went to Boston residents**
- **42% of work hours went to People of Color**
- **7% of work hours went to women.**

In 2019 we celebrated the Boston Harbor Encore project as having the most women on the job in state history - 491 women worked 7.2% of the work hours. Now that is the average across ALL projects covered by the BRJP in Boston! 46% of the work hours on that project were worked by People of Color.

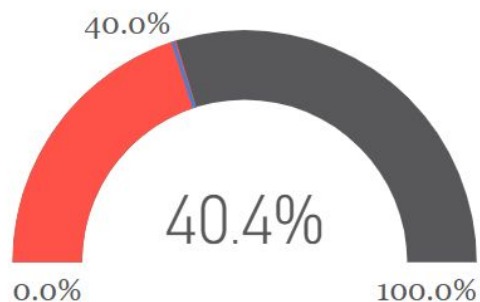
Welcome to the **Boston Residents Job Policy (BRJP)** dashboard. The BRJP sets employment representation goals for marginalized populations on all public development projects and any private development projects over 50,000 square feet.

- at least **51%** of the total work hours of journey people and 51 percent of the total work hours of apprentices in each trade must go to Boston residents
- at least **40%** of the total work hours of journey people and 40 percent of the total work hours of apprentices in each trade must go to people of color, and
- at least **12%** of the total work hours of journey people and 12 percent of the total work hours of apprentices in each trade must go to women.

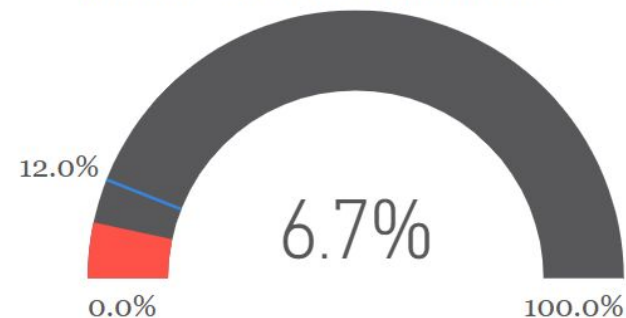
Boston resident % of total worker hours



People of Color % of total worker hours



Women % of total worker hours



Total Worker Hours: 61,894,704.55

Filters

Use the drop-down menus below to filter the data.

Year (ctrl-click to multi-select)
All

Developer
All

General Contractor
All

Subcontractor
All

Overview

Search by Project

Search by GC and subcontractor



Since 1997, the Boston Jobs, Living Wage and Prevailing Wage Ordinance (LWO) has served to create and keep livable wages in the City of Boston. This ordinance requires that all employees working on sizable city contracts earn an hourly wage that is enough for a family of four to live at or above the federal poverty level. This wage amount, called the living wage, is recalculated every year.

As of July 1, 2024 the living wage is \$18.20. This means that all vendors working on contracts with the City of Boston worth at least \$25,000 are currently required to pay their employees a living wage of at least \$18.20 per hour.

On July 1, 2025 the living wage will increase to \$18.78.

In FY25:

- Monitored 804 contracts that were covered by the Ordinance and active FY25 (July 1, 2024 - June 30, 2025)
- Facilitated 2 City of Boston staff trainings (90 participants) on the overall ordinance and 4 quarterly trainings for vendors (90 vendors reached)
- Established compliance procedures for building services prevailing wage component of the Ordinance added in 2021.
- Working with DoIT to streamline create a new tool to streamline quarterly reporting and data collection and analysis.

Boston Wage Theft Executive Order



The City of Boston Wage Theft Executive Order, signed in on 10/23/14, requires contractors disclose any previous wage and hour violations during the bidding process and leverages the authority of the Boston Licensing Board to ensure that employers are paying their workers lawfully.

- OLCWP received 33 wage theft complaints July 2024-April 2025.
- 31 were referred to the Massachusetts Attorney General's Office Fair Labor Division.
 - 5 were favorably resolved returning wages to workers.
 - 5 investigations were opened and are pending.
 - 3 complaints are under review.
 - 18 workers who filed complaints were provided "Private Right of Action" letters to pursue action on their own.

Case Highlight: Purple Shell

In collaboration with the Chinese Progressive Association, the Fair Labor Division at the Attorney General's Office and the City of Boston Licensing Board, in March, 2025 **three Boston workers were paid more than \$36,000 in wages they were owed.**

The Purple Shell restaurant closed at the end of September 2024 and failed to pay the workers for time they worked July - September. Per the Wage Theft Executive Order, we were able to use their pending license renewal (which they plan to transfer to a new restaurant to open across the street) as leverage.

Free Health and Safety Training and Resources



In FY2024, OLCWP created a [new website](#) for the *Construction and Demolition Safety Ordinance* with brochure, resources and other informational materials.

Since July 2024 OLCWP has provided/is providing **free, multilingual health and safety training in English, Spanish, Portuguese and Haitian Creole for 135 Boston residents:**

- 9 OSHA 10 classes
- 9 OSHA 30 classes
- 6 trainings remaining through 6/30/2025

OLCWP is also hosting **trainings on how to prevent heat illness and injury** (recognizing signs of heat illness, safe work practices, hydration and cooling protocols, and reporting procedures):

- Wednesday, June 5, 5:00-6:00 pm
- Wednesday, June 11, 5:00-6:00 pm.

Go to boston.gov/labor-policy for a full schedule and registration information



Workers' Rights Webinars, Trainings and Resources



- Held a **webinar series on workers rights' issues** attended by over 130 workers with two more scheduled (Immigrant workers, Domestic Workers on June 16)
- Held **workers' rights resource clinics** to help connect workers with information and resources with almost 150 participants with one more scheduled in June.
- Worker Center partners are providing **in-person, language appropriate training** to 240 workers.
- **Partnering with the Small Business Office** to provide two trainings this month for small business owners: one "know your responsibility workshop on wage and hour laws, child labor laws, sick time laws, etc.; and one to help small businesses know what to do if ICE comes to their business.

Go to boston.gov/labor-policy for a full schedule and registration information.

WORKERS' RIGHTS WEBINARS

Boston workers, learn about your rights on the job and how to exercise them!

UBER AND LYFT WORKERS' RIGHTS

January 13, 2025 | 10:30 a.m. - 12 p.m.

YOUTH WORKERS' RIGHTS

April 24, 2025 | 5:30 - 7 p.m.

HEALTH AND SAFETY

February 24, 2025 | 5:30 - 7 p.m.

IMMIGRANT WORKERS' RIGHTS

May 12, 2025 | 5:30 - 7 p.m.

DISCRIMINATION AND HARASSMENT

March 10, 2025 | 5:30 - 7 p.m.

DOMESTIC WORKERS' RIGHTS

June 16, 2025 | 5:30 - 7 p.m.

Register at boston.gov/labor-policy

To request interpretation, email workers@boston.gov.



Labor Compliance
and Worker Protections

Any Questions?

