

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*



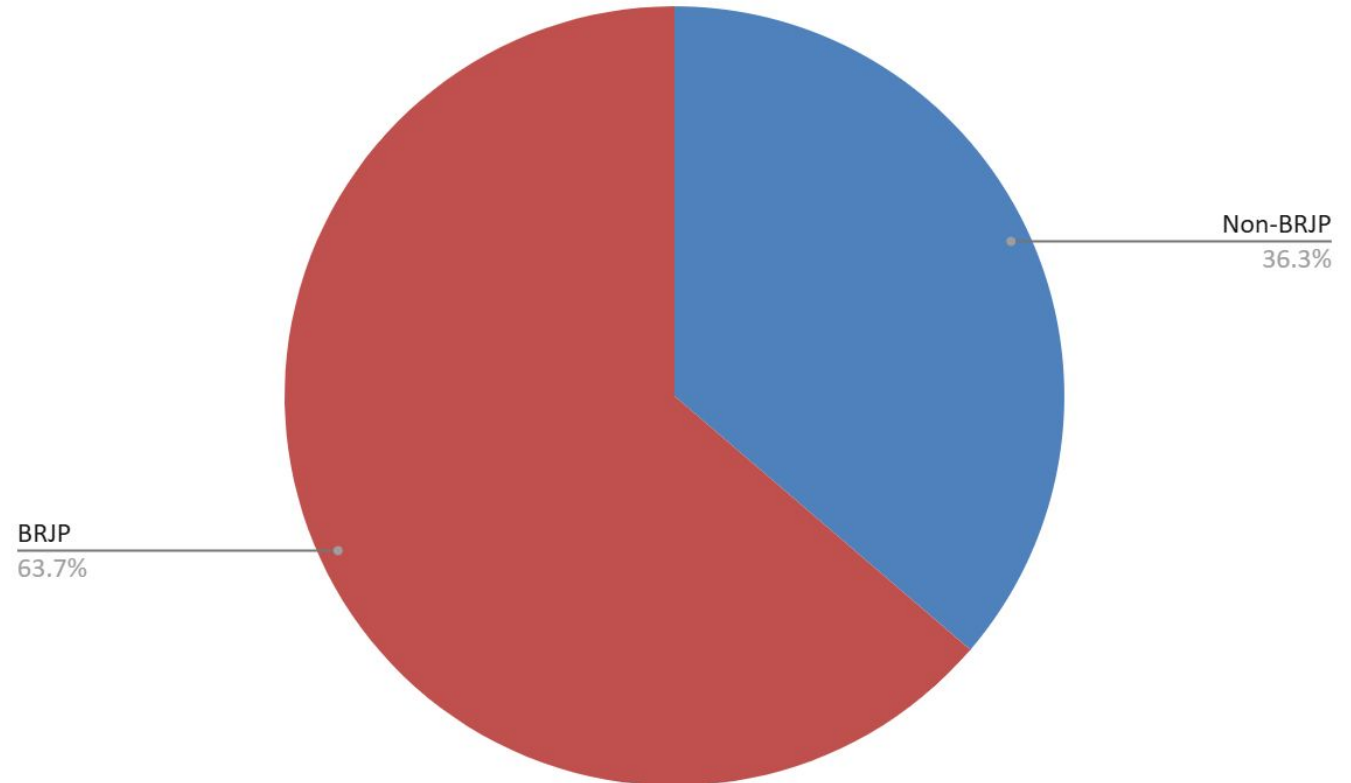
*Youth Employment
and Opportunity*

LABOR COMPLIANCE AND WORKER PROTECTIONS



The FY27 Operating Budget is **\$1,884,353** million, which is \$27,362 (1.4%) decrease relative to FY26.

\$1,200,649 (64%) 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 is Boston's central resource for workers. We protect and promote labor standards and policies that create fair workplaces for all workers.

OLCWP enforces the City of Boston's labor policies and worker protections:

- 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 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.
- The **Heat Illness and Injury Prevention Ordinance** provides heat protections to City of Boston employees and employees working under certain City of Boston contracts, leases, and licenses .

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.

Through the **Workers' Safety and Rights Initiative**, OLCWP 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.*

Boston Resident Jobs Policy FY26



- The Boston Residents Jobs Policy Office has monitored **166 projects in FY26** to date for compliance with hiring goals (51% Boston residents, 40% people of color and 12% women).
- **Streamlined compliance** so that covered contractors working on public construction projects only have to submit one payroll record via Salesforce to comply with both BRJP and state prevailing wage laws. Full time monitor dedicated to overseeing compliance with state prevailing wage laws.
- One full-time staff dedicated maintaining the **Boston Resident Jobs Policy Jobs Bank** who She works to register job seekers and match them with BRJP covered contractors. There are approximately 400 workers registered in the Boston Resident Jobs Policy Jobs Bank. The Jobs Bank has received approximately 11 requests for labor in FY26.
- Created and implemented a **transparent and equitable system for sanctions and fines** Through a series of warnings (corrective action meeting, written warnings), contractors have 30 days to correct any of the 7 sanctionable violations before they are recommended for sanctions and fines.
- Continue to **expand transparency through upgrades to the [real-time dashboard](#)** available on the Boston Resident jobs Policy website with data by year, project, contractor/subcontractor, and trade.

**From July, 2026 -
March, 2026:**

- **19% of the work hours went to Boston residents**
- **42% of work hours went to People of Color**
- **7% of work hours went to women.**



B BRJP DASHBOARD

CITY OF BOSTON

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.

Filters

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

Year (ctrl-click to multi-select)

Developer

General Contractor

Subcontractor

Trade

Overview | |



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, 2025 the living wage is \$18.78. 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 \$18.78 per hour.

On July 1, 2026 the living wage will increase to \$19.36.

In FY26:

- Monitored 500+ vendors with 950 contracts (with coverage of 10,000 employees) for compliance to ensure that covered employees are paid at least the Living Wage (currently \$18.78, increasing to \$19.36 on 7/1/26).
- Implemented the prevailing wage requirements of the law (added in July 2021) for cleaning and security vendors. City of Boston cleaning and security vendors contracted in FY27 will pay their employees prevailing wage.
- Provided quarterly training to 500+ covered vendors to ensure they have the capacity and information to comply with the Living Wage Ordinance.
- In FY26 we invested funds to create a new, on-line system (with B2GNOW) to collect quarterly compliance. This improves efficiency for both covered vendors and staff, and will allow us to have improved data to inform planning.

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 22 wage theft complaints July 2025-April 2026.
- 20 were referred to the Massachusetts Attorney General's Office Fair Labor Division.
 - 1 was favorably resolved returning wages to workers.
 - 4 investigations were opened and are pending.
 - 7 complaints are under review.
 - 8 workers who filed complaints were provided "Private Right of Action" letters to pursue action on their own.

Preparing for FY27:

OLCWP worked with DoIT and a contractor to build the **labor violations dashboard** required by the proposed *Ordinance preventing wage theft in the City of Boston*. The public-facing dashboard is not only required by the ordinance, but also allows procurement staff to quickly and easily identify information needed during the bidding, procurement and contracting process to support their compliance with the ordinance. It will also be a useful tool for General Contractors to identify whether their subcontractors have previous labor violations.

Multilingual Health and Safety Training



After several high profile construction worker fatalities, the City of Boston passed a new *Construction and Demolition Safety Ordinance*. The new law requires that contractors have site safety plan, and that workers are provided training on the plan in a language they understand.

To support the success of the new law, starting in July 2024, the Office of Labor Compliance and Worker Protections provides free, multilingual health and safety training (OSHA 10 and OSHA 30) in English, Spanish, Portuguese and Haitian Creole.

To date, 600 Boston workers and contractors have received free OSHA training.

CITY of BOSTON
**OSHA 10-HOUR TRAINING
IN CONSTRUCTION**

The City of Boston is offering free, monthly OSHA 10-hour construction trainings in English, Spanish, Haitian Creole, and Brazilian Portuguese. Participants will learn basic health and safety practices and receive an OSHA 10 card upon completion.

TRAINING DATES AND LANGUAGES

October 24-25, 2025	Spanish
November 21-22, 2025	English
December 5-6, 2025	Haitian Creole
January 12-13, 2026	English
February 3-4, 2026	Brazilian Portuguese
March 20-21, 2026	English
March 27-28, 2026	Spanish
April 6-7, 2026	Haitian Creole
June 15-16, 2026	English

Register at boston.gov/construction-safety



Worker
Empowerment



MassCOSH

**OSHA 30-HOUR TRAINING
IN CONSTRUCTION**

This free training will equip participants with the skills needed to establish and maintain occupational safety, health, and wellness at their job sites.

ENGLISH	SPANISH
February 9 - 13, 9 a.m. - 6 p.m.	February 23 - 26, 8 a.m. - 5 p.m.
March 23 - 27, 9 a.m. - 6 p.m.	April 27 - 30, 8 a.m. - 5 p.m.
May 4 - 8, 9 a.m. - 6 p.m.	
June 1 - 5, 9 a.m. - 6 p.m.	

BRAZILIAN PORTUGUESE

January 10, 17, 24 & 31, 8 a.m. - 5 p.m.
March 23 - 26, 8 a.m. - 5 p.m.

Register at boston.gov/construction-safety

CITY of BOSTON | Worker Empowerment

Implementing the Heat Ordinance

- Worked with the Procurement team to develop a list of contract categories that will be covered by the Ordinance:
 - Building and public works construction
 - Landscaping, tree services, grounds cleaning/mowing, and maintenance of outdoor property
 - Outdoor security services, including flaggers
 - Moving services
 - Trash and recycling collection and hauling
- Developed the Heat Illness Prevention Plan Affidavit which covered contractors will need to sign, just awaiting Law Department approval.
- Contracted with a vendor (MassCOSH) who will be providing three in-person train-the-trainer sessions for City of Boston managers to learn how to provide training on heat protections, and how to develop a Heat Illness Prevention Plan for their department or team.
- MassCOSH is also providing a full schedule of virtual and in-person technical assistance sessions on how to create a Heat Illness Prevention Plan open to both City of Boston managers and covered contractors.
- MassCOSH has also already scheduled three external webinars on how to protect workers from excessive heat and create a Heat Illness Prevention Plan scheduled (May 4, May 27 and June 2) for covered contractors.
- We have a [new website](http://www.boston.gov/heat-protections) (www.boston.gov/heat-protections) and flyer for workers working for covered contractors.

PROTECT WORKERS FROM EXTREME HEAT

Join the City of Boston for a webinar to learn how to keep workers safe during high temperatures including:

- ▶ signs and symptoms of heat illness,
- ▶ employer responsibilities,
- ▶ workers' rights,
- ▶ creating a Heat Illness Prevention Plan.



SCHEDULE

May 4, 4 p.m. - 6 p.m.

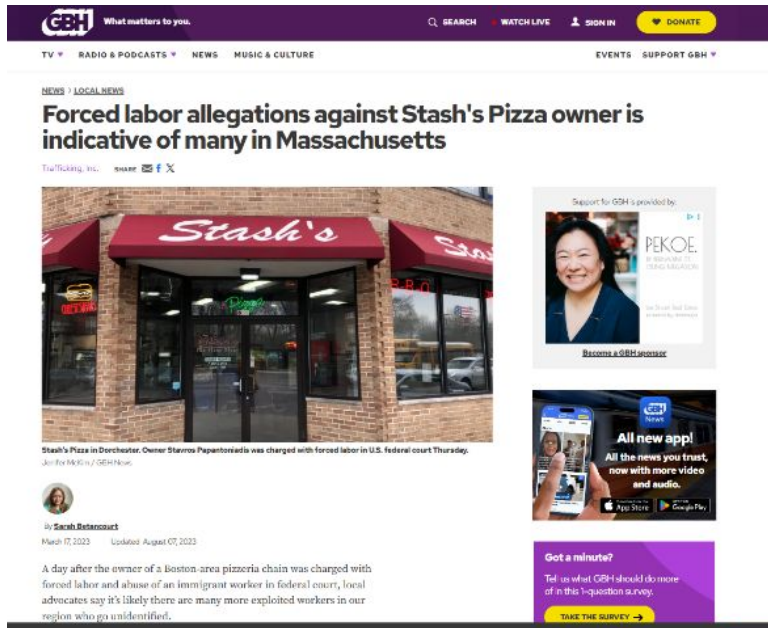
May 27, 4 p.m. - 6 p.m.

June 2, 4 p.m. - 6 p.m.

Register at boston.gov/heat-protections

Interpretation services are available to you at no cost. If you need them, email workers@boston.gov.

Workers' Rights Initiative



In March of 2023, the owner of a popular pizza restaurant in Boston was charged with labor trafficking. He assaulted undocumented employees, withheld wages, forced workers to work over 80 hours per week for little or no pay and threatened deportation.

We heard from partners that there was an urgent need for immigrant workers' rights training so we worked with partners to mobilize quickly and hold a webinar in five languages.

150 workers attended.

“移民工作者了解您所享有的权利”网络研讨会

您是否了解，所有工作者都有劳动权利，无论移民身份如何？

参加 5 月 3 日星期三下午 6:00-7:30 了解您所享有的权利”网络研讨会。待权利、如何行使这些权利，并回答访问 bit.ly/KYR-Webinar 注册

我们将提供西班牙语、葡萄牙语和 26 日星期三之前发送电子邮件至 语言服务。

SEMINARIO WEB «TRABAJADORES INMIGRANTES: CONOZCAN SUS DERECHOS»

¿Sabía que todos los trabajadores tienen derechos laborales, independientemente de su situación migratoria?

«Trabajadores inmigrantes: conozcan sus de mayo, de 18:00 a 19:30 pm por Zoom. del gobierno le explicarán sus derechos os, y responderán a sus preguntas.

Webinar de español, portugués y cantonés. Puede otros idiomas enviando un correo boston.gov hasta el miércoles 26 de abril.

IMMIGRANT WORKERS KNOW YOUR RIGHTS WEBINAR

Wednesday, May 3, 6:00-7:30 pm via Zoom

Did you know that all workers have labor rights, regardless of immigration status?

Attend the Immigrant Workers Know Your Rights Webinar where lawyers and government officials will explain your rights on the job, how to exercise them, and answer your questions.

Register at bit.ly/KYR-Webinar.

Interpretation will be available in Spanish, Portuguese, and Cantonese. Additional languages are available upon request by emailing workers@boston.gov by Wednesday, April 26.



Workers' Rights Initiative



In Fall 2024, the Office of Labor Compliance and Worker Protections launched the WORKERS' RIGHTS INITIATIVE to build on the success of the Immigrant Workers' Know Your Rights Webinars:

- Contracted with 4 worker centers who are well-trusted by immigrant workers
- Held webinars, workers' rights clinics (with interpreters) and in-person, multilingual Know Your Rights Training at Worker Centers.
- Engaged "resource partners" that provide direct services (Greater Boston Legal Services, Justice at Work) and enforce labor laws (Attorney General's Office, Massachusetts Commission Against Discrimination)

WORKERS' RIGHTS CLINICS

Boston Workers! Do you have questions about your rights on the job? Do you have a workplace issue and want to take action?

Attend a Workers' Rights Clinic to get your questions answered by experts, get referrals, and access community and legal resources.

- NOV 20** East Boston Library | 4-6 p.m.
365 Bremen Street, Boston, MA 02128
- JAN 14** VietAid | 5-7 p.m.
42 Charles Street, Dorchester, MA 02122
- FEB 25** Brazilian Worker Center | 5-7 p.m.
14 Harvard Avenue, #2, Allston, MA 02134
- MAR 11** TBD | 5-7 p.m.
TBD
- MAY 13** Bruce C. Bolling Building | 5-7 p.m.
2300 Washington Street, Roxbury, MA 02119

Register at boston.gov/labor-policy

To request interpretation at no cost, email workers@boston.gov before the event.



WORKERS' RIGHTS WEBINARS



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

FERIAS DE RECURSOS SOBRE LOS DERECHOS DE LOS TRABAJADORES

Únase a la ciudad de Boston, la División de Trabajo Justo del Procurador General, el Departamento de Trabajo de EE. UU., los Servicios Legales del Área Metropolitana de Boston, Justicia en el Trabajo, el Proyecto de Empleo Justo y los centros de trabajadores locales para conocer sus derechos en el trabajo y cómo ejercerlos.

27 DE FEBRERO, DE 5:00 A 7:00 P. M.

Derechos de los trabajadores inmigrantes
Iglesia Luterana de Nuestro Salvador
28 Paris St., Boston, MA 02128

7 DE MAYO, DE 5:00 A 7:00 P. M.

Robo de salario
Brazilian Worker Center
14 Harvard Ave., #2 Allston, MA 02134

18 DE MARZO, DE 5:00 A 7:00 P. M.

Derechos de las mujeres y las trabajadoras domésticas
Bruce C. Bolling Building
2300 Washington St., Roxbury, MA 02119

11 DE JUNIO, DE 5:00 A 7:00 P. M.

Derechos de salud, seguridad y trabajadores juveniles
VietAID
42 Charles St., Dorchester, MA 02122

22 DE ABRIL, DE 5:00 A 7:00 P. M.

Robo de salario
Salón Comunitario Metropolitano
38 Oak St., Boston, MA 02111

Regístrese para asistir en boston.gov/labor-policy

Para solicitar interpretación sin costo, envíe un correo electrónico a workers@boston.gov dos semanas antes del evento.



WORKERS' RIGHTS April 12, 2025 5:30 - 7 p.m.	YOUTH WORKERS' RIGHTS April 24, 2025 5:30 - 7 p.m.
HARASSMENT May 12, 2025 5:30 - 7 p.m.	IMMIGRANT WORKERS' RIGHTS May 12, 2025 5:30 - 7 p.m.
DOMESTIC WORKERS' RIGHTS June 16, 2025 5:30 - 7 p.m.	

boston.gov/labor-policy

For more information, email workers@boston.gov.

Labor Compliance and Worker Protections

What is a Worker Center? Worker centers are community-based, non-profit organizations that organize, support, and advocate for low-wage, immigrant, and marginalized workers, particularly those not covered by traditional unions.

In January 2025, changes at the federal level led to a heightened level of fear for immigrant workers. We adapted by moving our Workers' Rights Clinics on-line.

CLÍNICA DE DIREITOS DO TRABALHADOR

Terça-feira, 25 de fevereiro de 2025, das 5pm às 7pm
Inscreva-se em boston.gov/labor-policy

Você tem dúvidas sobre seus direitos?
Você tem algum problema no local de trabalho e quer tomar providências?

Junte-se a nós para que especialistas respondam suas perguntas, recebam referências e apoio de advogados e comunitários e jurídicos!

CITY of BOSTON  Labor Compliance and Worker Protections

CLÍNICA DE ASESORÍA EN DERECHOS LABORALES

25 de febrero, 5:00 - 7:00 p.m.
Regístrese en boston.gov/labor-policy

¿Tiene dudas sobre sus derechos en el trabajo?
¿Tiene un problema en su lugar de trabajo y quiere tomar acciones?

Únase a nosotros para que expertos, abogados y comunitarios respondan sus preguntas, obtengan referencias y apoyo de abogados y comunitarios y jurídicos!

Para solicitar interpretación gratuita o para enviar preguntas, envíe un correo electrónico a workers@boston.gov dos semanas antes del evento.

WORKERS' RIGHTS CLINIC VIRTUAL

February 25, 2025, 5-7 p.m.
Register at boston.gov/labor-policy

Do you have questions about your rights on the job?
Do you have a workplace issue and want to take action?

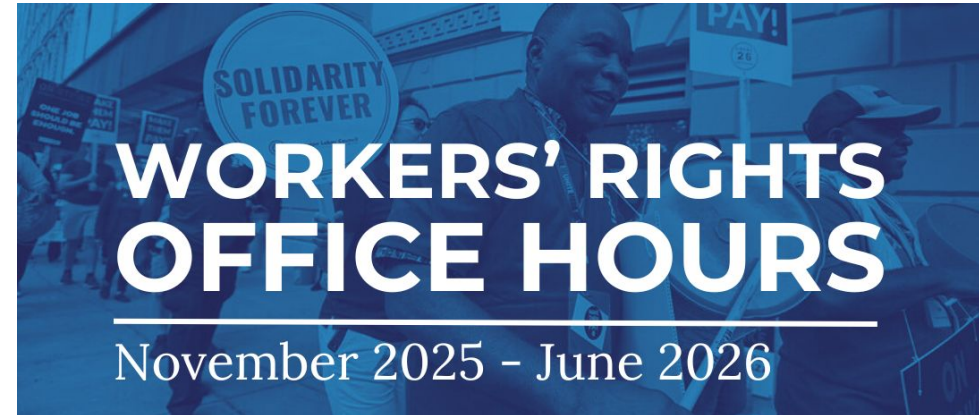
Join us to get your questions answered by experts, get referrals, and access community and legal resources!

To request interpretation at no cost or to submit questions, email workers@boston.gov.

CITY of BOSTON  Labor Compliance and Worker Protections

Changed our strategy again in fall 2025. Partnered with community centers to set up office hours.

- Available to distribute information, answer questions and make referrals while parents are picking up kids and or waiting for them as they participate in programs.
- Go to where the workers are rather than asking them to come to you.



Boston Workers! Do you have questions about your rights on the job? Do you have a workplace issue and want to take action?

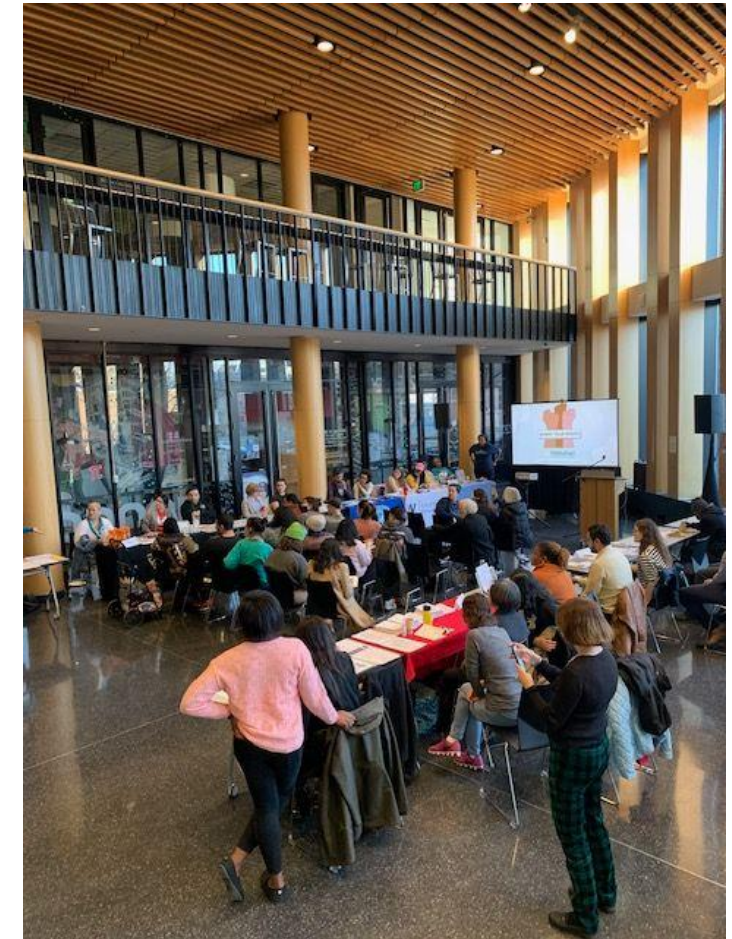
The Office of Labor Compliance and Worker Protections is coming to a Boston Centers for Youth and Families Community Center near you to meet with residents one-on-one and provide support. Get your questions answered by experts, referrals, and access to community and legal resources.

Find the full schedule at boston.gov/workers-rights.

To request translation or interpretation services, email workers@boston.gov.

Since October 2024, the Office of Labor Compliance and Worker Protections has provided **\$273,375 in funding to 4 worker center partners and 4 resource partners** to provide free, in-person, multilingual workers' rights training and support:

- Provided in-person, know your rights training to more **than 650 workers in Spanish, Chinese, Portuguese, and Haitian Creole**; 180 more will receive training by July
- Provided workers rights **support and referrals to 550 workers** (314 in FY25 and 236 so far in FY26) **through 16 Workers' Rights Clinics and 13 Office Hours** at BCYF facilities with 9 Workers' Rights Office Hours remaining in FY26.
- Trained **276 workers through 9 multilingual webinars on workers' rights** topics ranging from workers with disabilities, to uber and lyft drivers, and discrimination and harassment.
- Through his outreach and education, made **180 case referrals** for wage theft, labor trafficking, discrimination and harassment and unemployment.



Questions?

