

OFFERED BY COUNCILORS ED FLYNN AND ERIN MURPHY



CITY OF BOSTON IN CITY COUNCIL

RESOLUTION SUPPORTING PROJECT LABOR AGREEMENTS AT WHITE STADIUM AND ALL CITY OF BOSTON CONSTRUCTION PROJECTS VALUED AT OR MORE THAN \$35 MILLION

WHEREAS: On February 2, 2022 President Joseph R. Biden, Jr., signed an executive order declaring that large-scale construction projects pose special challenges to efficient and timely procurement by the Federal Government. Construction employers typically do not have a permanent workforce, which makes it difficult to predict labor costs when bidding on contracts and to ensure a steady supply of labor on contracts being performed. Challenges also arise because construction projects typically involve multiple employers at a single location, and a labor dispute involving one employer can delay the entire project. A lack of coordination among various employers, or uncertainty about the terms and conditions of employment of various groups of workers, can create friction and disputes in the absence of an agreed-upon resolution mechanism. These problems threaten the efficient and timely completion of construction projects undertaken by Federal contractors. On large-scale projects, which are generally more complex and of longer duration, these problems tend to be more pronounced; *and*

WHEREAS: President Biden's executive order also declared that Project Labor Agreements (PLAs) are often effective in preventing these problems from developing because they provide structure and stability to large-scale construction projects. Such agreements avoid labor-related disruptions on projects by using dispute-resolution processes to resolve worksite disputes and by prohibiting work stoppages, including strikes and lockouts. They secure the commitment of all stakeholders on a construction site that the project will proceed efficiently without unnecessary interruptions. They also advance the interests of project owners, contractors, and subcontractors, including small businesses. For these reasons, owners and contractors in both the public and private sector routinely use project labor agreements, thereby reducing uncertainties in large-scale construction projects. The use of project labor agreements is fully consistent with the promotion of small business interests; *and*

WHEREAS: President Biden's executive order further declared that it is the policy of the Federal Government for agencies to use project labor agreements in connection with large-scale construction projects valued at \$35 million or more to promote economy and efficiency in Federal procurement; *and*

WHEREAS: On December 23, 2024, Governor Maura Healey signed an Executive Order to boost women and underrepresented groups in the construction industry. According to Mass.gov, women have historically made up an average of 11% of the construction industry. As the White Stadium development moves forward, it is critical that women

and people of color have equal opportunities in the construction industry, as well as having the opportunity to be a part of a union; *and*

WHEREAS: Supporting this initiative, Governor Healey signed an economic development bill, which identifies the significance of project labor agreements. A Project Labor Agreement (PLA) is a project-specific collective bargaining agreement on large scale development projects between unions and contractors. This signed document establishes employment terms and conditions for a construction project. PLAs are often set in place in private developments, however it is crucial that the agreements are more widely utilized in Boston and the Commonwealth; *and*

WHEREAS: PLAs can include hiring regulations that could require contractors to hire local workers, apprentices, and underrepresented groups. PLAs can help ensure that projects have a quality, highly trained, and diverse workforce. Additionally, these agreements can offer wage floors, ensuring that all workers are getting paid equally. PLAs often include important benefits, such as retirement cushions, as well as health and welfare contributions; *and*

WHEREAS: PLAs can include hiring goals and provisions to create opportunities for women and people of color, creating a workforce advantage over development sites that do not have PLA in place. Economic development opportunities should benefit the local community and those often shut out, especially in the case of the White Stadium project; *and*

WHEREAS: PLA can include a number of unique terms to help parties achieve their objectives, they can be used to ensure equal employment opportunities, create policies that uplift underserved workers, and redress historic and current inequities where the parties agree to do so; *and*

WHEREAS: These agreements also protect workers against wage theft and ensure workers are paid a decent wage. Wage theft occurs in the construction industry for several reasons, including falsified records, illegal deductions, and misclassification of workers. PLAs oftentimes have clauses to prevent these instances of wage theft from occurring; *and*

WHEREAS: Project Labor Agreements will ensure that workers will feel valued and respected in the workplace. It is critical that all Boston workers feel appreciated and are paid a fair wage while working on the White Stadium Project; *and*

NOW THEREFORE BE IT RESOLVED:

That the Boston City Council supports the use of Project Labor Agreements at White Stadium to ensure equal payment for workers with a wage floor and promote a diverse workforce.

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