

MetroBTC News

Building & Construction Trades Council of the Metropolitan District

February 2020 Edition

The future is bright for women in the union building trades (see page 14)



Building Boston for Over 100 Years

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About Us

The Building and Construction Trades Council of the Metropolitan District (MetroBTC) represents 35,000 working families in the Metropolitan Boston region. The building trades unions advance social and economic justice by providing family-supporting wages, healthcare benefits, and dignified retirement benefits to workers and their families in the construction industry.

The Building and Construction Trades Council, an umbrella group of 20 local construction unions, in partnership with more than 3,300 union contractors, provides the highest standards for workers in the construction industry. It is through collective bargaining and the Labor-Management partnership that workers achieve the highest levels of training, safety, and economic security throughout their careers.

The Council strives to create a more fair and just environment for all workers in the construction industry.





Environmental policies are economic policies – and must keep workers, equity at forefront

In 2020, the building trades unions will continue to promote and support policies that advance both climate and economic security for our communities. Environmental justice and worker justice are inherently linked, and we must look towards the future in a manner that unifies these issues as part of one conversation. We are committed to continuing our work with our larger organized labor family and environmental justice allies in pursuit of that goal.

In one such recent example, Darlene Lombos, the newly elected chief officer of the Greater Boston Labor Council, wrote a letter opposing natural gas bans in new construction that illustrated the need for a comprehensive plan to achieve both environmental and worker justice in new development.

The building trades unions of MetroBTC agree that we must take action on the climate crisis that threatens our communities, but it must be done in a manner that puts workers and equity at the forefront of the discussion. For instance, banning natural gas in new construction might seem like a quick fix, but it would do much more harm than good through a series of unintended consequences.

To begin this month's edition of MetroBTC News, we invite you to read that compelling letter from Executive Secretary-Treasurer Lombos in its entirety on page 9, and to join us in calling on your local community to pursue the many options for reforms that benefit our environment and working people alike outlined in the letter.

MetroBTC agrees with the Greater Boston Labor Council that we must continue pursuing the kinds of initiatives that simultaneously advance environmental and economic security for all.

Hub on Causeway

100 Causeway Street, Bulfinch Triangle, Boston

- **General Contractor:** John Moriarty & Associates
- **Developer:** Boston Properties
- **About:** 1.87 million square foot mixed-use development featuring three towers with retail, office, hotel, and residential uses. The Hub on Causeway will be constructed in three phases. Phase One consists of:
 - 175,000 square feet of creative office space, 147,000 square feet of which will be home to cybersecurity and IT operations analytics solution provider Rapid7's new headquarters.
 - 210,000 square feet of multi-level retail/restaurant space. Star Market will occupy 60,000 square feet, an ArcLight Cinema with 15 screens will occupy 60,000 square feet and an entertainment venue by Big Night Entertainment Group and Live Nation New England will occupy 31,680 square feet.
 - 64,000 square feet of TD Garden expansion space.
 - 10,000 square feet of outdoor space, including a new entrance to TD Garden and North Station.
 - 540 new underground parking spaces connected to the existing garage.





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The Hub on Causeway project will greatly benefit the City of Boston and will continue to enliven the downtown area, providing mixed-use, residential, transit-oriented development to encourage long-term sustainable growth across the West End and the North End. We view being good neighbors and building large, complicated projects in the neighborhood as one and the same. Projects like Hub on Causeway require teamwork, trust and open communication. We are proud to partner with the building trades unions because we share those same values.”

-Chris Brown,
Chief Executive Officer General Contractor
John Moriarty and Associates

Completion of Phase One of The Hub on Causeway wrapped up in late 2018. Phase Two will consist of a 38-story residential tower, Hub50House with approximately 440 units and a 10-story citizenM hotel tower with approximately 260 rooms. Phase Three will consist of a 21-story office tower totaling approximately 525,000 square feet.



100 Shawmut Avenue

South End, Boston

- **General Contractor:** Suffolk Construction
- **Developer:** The Davis Companies
- The approved development is a 13-story, 138-unit residential project with a 980-square-foot ground-floor cafe which would be located at the intersection of Herald Street and Shawmut Avenue in the South End's rapidly developing New York Streets neighborhood. The development would preserve and incorporate the street-facing facade of an existing six-story, 70,000-square-foot brick-and-beam South End office building, which would be partially demolished.



Amenities at 100 Shawmut would include a 13th-floor rooftop deck and amenity space and a 9th-floor rooftop terrace, both offering sweeping views of the Boston skyline. Select 7th-floor residences would have private balconies and rooftop terraces.

100 Shawmut developer The Davis Companies is partnering with neighboring property owners Boston Chinese Evangelical Church (BCEC), owner of the existing three-story building at 120 Shawmut Avenue, and Chinese Consolidated Benevolent Association (CCBA), owner of the existing one-story supermarket at 50 Herald Street, to establish a 1.9-acre Planned Development Area (PDA) across their three parcels, which would allow the three proponents to construct buildings up to 150 feet tall, superseding existing zoning. The proponents would collaborate to create compatible development projects and coordinated streetscape improvements, which could include a new east-west pedestrian connection providing through-block pedestrian connectivity between Washington Street and Shawmut Avenue.

BCEC would construct an 11-story building with 72 residences, religious space and approximately 2,000 square feet of ground-floor retail, and CCBA would construct a 14-story building featuring 302 residences and 14,200 square feet of ground-floor retail. A total of 536 residences would be located across the PDA per the current plans.

100 Shawmut would total 192,568 square feet and would include 124 parking spaces provided across three levels, including one below grade. Bicycle storage space would be provided on site. 100 Shawmut is located steps from The Lucas, a recently completed luxury condominium development set in a historic church, and near multiple recently completed, under construction and approved mixed-use developments including National Development's Ink Block, Related Beal's 370-380 Harrison Avenue and UDR's 345 Harrison.

100 Shawmut is targeting LEED Silver sustainability certification.





Boston TRADESWOMEN TUESDAYS

for women interested in construction careers

First Tuesdays!

Join us at 2201 Washington St in Roxbury from 5-6:30 pm to learn about opportunities for women in the union building trades.

2020 Boston Dates	
January 7	July 7
February 4	August 4
March 3	September 1
April 7	October 6
May 5	November 3
June 2	December 1

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We Need Environmental Policies that Advance Equity, Diversity, and Inclusion

Recently, Darlene Lombos, Executive Secretary-Treasurer of Greater Boston Labor Council authored the following letter calling for environmental policies that advance equity, diversity, and inclusion.

Dear Cambridge City Councilors,

On behalf of the Greater Boston Labor Council, I am writing to express my deep concern that a prohibition on natural gas in new construction does not advance what I understand to be our shared values of equity, diversity and inclusion. Banning fossils without a comprehensive alternative energy strategy will have disproportionate negative impacts on poor and working-class communities and communities of color.

The Greater Boston Labor Council (GBLC) is an umbrella organization of local unions representing nearly 100,000 workers throughout the Greater Boston area. Our sister organization Community Labor United convenes the Green Justice Coalition (GJC), a united front of grassroots organizations, environmental groups, and labor unions who for over 10 years have won policies that move Massachusetts towards a sustainable, equitable, and clean energy economy. This means making sure that equity, diversity, and inclusion are at the center of policies that GJC promotes by supporting the leadership of frontline communities of color and workers whose livelihoods and communities are most affected.

We applaud the Cambridge City Council's determination to take action on the climate crisis, which represents an existential threat to our cities and towns. However, environmental policy is also economic policy. Workers and the communities we live in are key to developing long-lasting solutions that will unite us in addressing the disparities in our current economic system as we also transform energy and development policies that hasten climate catastrophe. Given the failures of federal leadership on all these questions, we need – now more than ever – for local elected officials to build bridges that can produce a triple win: for frontline communities of color, affected workers, and the natural systems on which all life depends.

We encourage you to build on a successful track record of community/labor action on climate and the economy here in Massachusetts. In 2008, community leaders of color in Chelsea and Boston's Chinatown worked with construction trade unions through the Green Justice Coalition (GJC) to transform statewide residential weatherization programs that resulted in a triple win for Massachusetts's working class households – saving \$59 million in fuel costs, increasing pay for weatherization workers by \$42 million, and reducing 84,000 pounds of greenhouse gas emissions in the state. Also GJC brought together Amalgamated Transit Union locals and transit rider advocacy groups from across the state and helped to secure \$2.5 billion in state funding for public transit, won a 5% cap on fare increases, lowered fares for the elderly and disabled, and won a guaranteed a voting seat on each of the 16 regional transit boards.

These are the kinds of initiatives that are rooted in the lived experiences of people most affected by the extractive economy and are the kinds of solutions that show a commitment to diversity, equity and inclusion. By contrast, the proposed amendments regarding the prohibition of natural gas infrastructure in new buildings do not consider the residents and workers who would be directly and negatively affected. However well-intentioned, these types of proposals are short-sighted, divide communities along race and class lines, and limit our opportunities to address the climate crisis while also advancing social, economic and racial justice.

The GBLC urges the City of Cambridge to adopt an alternative framework for advancing both climate and economic justice that follows and amplifies the existing leadership in frontline communities of color and affected workers. We specifically call on the Council to:

Advocate for a more robust and comprehensive public transit system that is safe, affordable, reliable, and accessible for all residents in the Commonwealth. Public transit is a lifeline for working class communities and investing in public transit infrastructure helps stabilize and sustain the local economy. The transportation sector is the largest emitter of GHGs in Massachusetts, and communities that invest in public transit reduces the nation's carbon emissions by 37 million metric tons annually.

Promote greater energy efficiency in existing commercial and residential buildings both public and private, which account for more than 40% of GHGs in Massachusetts. Greater investment in weatherization programs when done with an equity, diversity, and inclusion framework can result in significant reductions in GHG emissions, increase job access and standards, and lower fuel costs for Massachusetts residents.

Push for safer gas infrastructure – increasing oversight, reducing leaks, and building up the number of inspectors and trained employees. With methane being significantly more potent than carbon dioxide at trapping heat in the atmosphere over a shorter period, greater investment in repairing gas leaks should be a high priority in dealing with the climate crisis, while ensuring job standards and community safety are at the center of these efforts.

In these and other approaches to sustainable economic development, the GBLC challenges the business associations that are clearly driven by profits and benefit from an unsustainable and disastrous status quo. Our position is that corporations must be held accountable to pay their fair share to address the climate crisis, and elected officials who believe in people over profit must work to advance policies rooted in equity, diversity, and inclusion.

We hope that this amendment is not adopted by the Council, and that the City of Cambridge will support our efforts to advocate for policies that confront the climate crisis, build a public energy infrastructure that promotes community wealth and health, and ensure a triple win for frontline communities of color, affected workers and the natural environment.

We welcome the opportunity for partnership with the Cambridge City Council and look forward to meeting with all of you to continue this dialogue. Please do not hesitate to contact me if you should have any questions.

Sincerely,

Darlene Lombos
Executive Secretary-Treasurer
Greater Boston Labor Council



Helmets to Hardhats

The Massachusetts Building Trades Council (MassBTC) held its third annual Helmets to Hardhats Luncheon November 7 at the Massachusetts State House. MassBTC met its goal of raising more than \$65,000 for the Helmets to Hardhats program, topping last year's event which raised over \$50,000.

Members of more than a dozen locals joined Helmets to Hardhats graduates and state officials to celebrate the extraordinary success of a unique program that matches veterans who have honorably served their country to new careers in the construction industry.

Helmets to Hardhats has a special connection to Boston – its founder, National Building Trades Council President Ed Sullivan, is a Boston native. This national non-profit, launched in 2003, has a long track record of connecting retired and transitioning active-duty military service members to careers in the Building Construction Trades Unions.

To date, more than 900 military service veterans have been trained and placed into rewarding, family-sustaining careers in Massachusetts alone. Since its inception in 2003, the program has helped connect over 25,000 veterans to careers nationally.

The program was started with the understanding that too often, there is no easy way for retired veterans to transition back into civilian life. Qualifications earned for skilled work in the military may not translate to comparable licenses or certifications in the civilian sector. Helmets to Hardhats aims to ease this process by providing a clear pathway to advance in a new career.

“We are honored to work with Helmets to Hardhats and to provide career opportunities for our returning veterans,” said Frank Callahan, President of the Massachusetts Building Trades Council. “There will always be a place in the building

trades for these brave men and women who epitomize sacrifice, selflessness, discipline, honor and commitment. They embody the values of our unions.”

“Every time I come to this event, I see more and more people willing to help. I see more and more people wanting to make sure that our veterans are taken care of,” said Darrell Roberts, Executive Director of Helmets to Hardhats. “It’s a win for everyone. You serve your country, you should have the ability to find a good career. You should have the ability to feed your family with honor and dignity. You should be able to retire with your head held high and be able to do whatever you want to do with your life. That’s what [Helmets to Hardhats] is offering you.”

Helmets to Hardhats gauges each applicant’s interests and skills and helps match them to an apprenticeship training program sponsored by the corresponding trade organization. Veterans are able to earn while they learn, therefore continuing to support their families while transitioning into their new careers.

Military service members are a dedicated, highly-skilled and hardworking group. The same is true of union building trades workers. Helmets to Hardhats allows veterans to easily channel their skills into new or similar fields in the Building Trades and continue with rewarding, hands-on work. Applicants have more than 14 building trades to choose from, all of which offer the good wages, industry-leading benefits, and retirement packages that military families need when a loved one is transitioning back home.

Are you or someone you know interested in jump starting your career through Helmets to Hardhats?

Visit HelmetsToHardhats.org to learn more and apply.



Union member Jeff Buckley makes community and country stronger

Every day, careers with the Building Trades Unions allow members like Jeff Buckley to continue making their country and their communities stronger.

As a union steward for Laborers Local 223, Buckley helps to keep his fellow construction workers safe at work – and ensures they have a voice on the job. As a husband and father, he works hard to provide a life with economic security, healthcare benefits, and dignified retirement for him and his family. As a military veteran, Buckley helped to keep our country safe, serving overseas as a proud member of the United States Marine Corps. And as a volunteer fitness coach for the All Dorchester Sports & Leadership program, he is making his community stronger, one morning – and one workout – at a time.

It's 4:30 A.M. on any given Monday. And while many are still asleep, Jeff is already up and at it, leading workout sessions for local student athletes, aspiring military recruits, and everyday folks of all ages who want to get healthier through the offerings of the All Dorchester Sports & Leadership program (ADSL).



In fact, this scene plays out at 4:30 A.M. every single workday, Monday through Friday, before Jeff heads to his full-time occupation as a proud member of Laborers Local 223.

Right now, he's helping to build 100 Shawmut Ave., in Boston, featured on pages 6-7 of this magazine. While the construction projects that benefit from Jeff's skills, leadership, and labor may change, his commitment to the union movement, to his community, and his country are a constant.

He's one of the thousands of reasons why so many developers, general contractors, and end users choose to build their projects

the right way – the union way – ensuring the work is done right, and that workers have their rights protected on the job.

On Flag Day and Veterans Day, Jeff leads a “Flag Run” through the streets of Dorchester to draw attention to the sacrifices made by U.S. military personnel throughout the world.

“He is a positive role model for so many of the young people that we serve – and we are so glad he is part of the ADSL family,” says Candice Gartley, Executive Director of ADSL. “He is far more than just a coach. He is also a mentor to many young people.”

ADSL has long benefited at-risk youth in particular, helping them to thrive in sports, to build self-esteem, and to connect with positive role models like Jeff.

All Dorchester

EST. ★ ADSL ★ 1983

Sports & Leadership

The Building Trades Unions are proud to support groups like ADSL and to provide meaningful and sustainable career pathways to thousands of veterans like Jeff, who are making

an ongoing, positive impact on their communities through their contributions as civilians.

“His deep commitment to everyone who comes through our doors is reflected in the health outcomes achieved by all of those who succeed with his help,” says Gartley. “Without a doubt, Jeff is an institution in Dorchester.”

As institutions, the Building Trades Unions and Laborers Local 223 are proud to stand shoulder to shoulder with members and leaders like Jeff Buckley, who work every day to build stronger communities.

Solidarity Corner

UNITE HERE Local 26

Battery Wharf Hotel

Congratulations to UNITE HERE Local 26 hotel workers who, in a major victory, recently ended their strike at the Battery Wharf Hotel in Boston.

Local 26 represents workers in the hospitality industries in Massachusetts and Rhode Island. Here in Boston, the Battery Wharf Hotel workers were on strike for fair working conditions, including higher wages, the right to retire with dignity, affordable healthcare and protection from discrimination and sexual harassment.

Hotel workers clean rooms, prepare and serve food and ensure that guests are properly and warmly welcomed. They, like all workers, deserve respect on the job. They deserve the right to live in the city where they work, and they need wages that can provide for their families.

Contract negotiations had been ongoing since March 2018, and Battery Wharf had refused to include contract language protecting women from sexual harassment, protecting immigrants, and keeping language that would work towards correcting the discrimination of African-American workers.

The workers, insisting on their right to fair working conditions, stayed strong on the picket line even as temperatures dropped in mid-November. On November 21, after months of being on strike, they reached a tentative agreement with Battery Wharf.

We applaud their membership for not only including demands for gender and racial equity in negotiations, but for insisting that they be centered and refusing to back down. MetroBTC stands in solidarity with Local 26 workers. We will continue to amplify their voices in solidarity and echo their message: one job should be enough.



MP Boston and Building Trades Unions sign Project Labor Agreement for Winthrop Center

Originally printed in the New England Real Estate Journal

Boston, MA – MP Boston and the Building Trades Unions signed a groundbreaking Project Labor Agreement (PLA) that will cover the development of the forthcoming Winthrop Center, slated for completion in 2022. The signing demonstrates the leading-edge efforts and unified commitment by all parties to advance best practices in diversity and inclusion for the project.

Over the past decade, MP Boston and the Building Trades Unions have worked successfully to increase diversity and Boston resident hiring in the local construction industry.

For the Building Trades Unions, that has included innovative programs like Building Pathways, among others, which have led to major increases in women and people of color achieving life-changing careers in the union construction industry. Building Trade Unions have created a host of partnerships with nonprofit organizations, community organizations, high schools, and career centers, while also updating their means of communication to intentionally recruit workers from Boston neighborhoods to join their ranks.

Boston building trade unions lead the nation in the percentage of women apprentices in the construction field overall, and 95% of women in the construction industry receive their training through a union apprenticeship program.

MP Boston has not only helped fund many diversity-oriented programs organized by the Building Trades Unions, but has also agreed to fund the “Care that Works” campaign which seeks to provide childcare services or construction worker families; has initiated a mentoring program that has successfully placed 45 people of color into the building trades unions; and has agreed to provide on-site diversity training to all workers at Winthrop Center. These programs, and others, done in partnership with the building trades unions, have become a national model for best practices in the industry.

“This Project Labor Agreement further affirms MP Boston’s leadership role in fostering an inclusive industry culture and advancing its goal to make Winthrop Center a project for all of Boston,” said Kathleen MacNeil, principal at MP Boston.

“The agreement will usher in key resources to help train and employ Boston residents through cutting edge union apprenticeship programs, including people of color and women. The agreement will also incentivize and advance the utilization of minority-owned and women-owned business for contracts at Winthrop Square.”

Project Labor Agreements have a proven track record of projects being completed on-time and on-budget, and are an important tool to increase equity and inclusion on construction projects.

“This agreement goes to the heart of what the Building Trades Unions seek to promote: increased opportunity and equity for all workers in the construction industry with careers that strengthen our communities,” said Brian Doherty, general agent, Building Trades Unions. “The work done at Winthrop Center will result in positive generational change and new careers for countless residents and families. The establishment of formal union protections across this jobsite mean that equitable wages and working conditions are not just promised to workers – they are guaranteed in the form of a union contract which is further bolstered by the overarching project labor agreement. Family-supporting wages and benefits, pay equity, access to the very best training, workplace protections, and a voice on the job, happen in too few workplaces, but they will happen at Winthrop Center with this agreement. We have a dual mission: to make every job a good job, and to make sure everyone has access to them, and this agreement and partnership with MP Boston advances that mission.”

“This agreement advances inclusion throughout the construction workforce and reflects our shared commitment to improving opportunities for all of Boston’s residents,” said Mayor Martin Walsh. “I thank MP Boston and the Building Trades Unions for this forward-thinking pact that builds on our inclusion-focused efforts for this project, and across development in Boston.”



Women Build Nations

More than 2,100 tradeswomen from around the country joined together at the 2019 Women Build Nations conference in Minneapolis this fall (pictures on opposite page). The annual conference creates opportunities for the growing number of women in the trades to network with industry leaders; to find mentors, partners and potential employers; and to identify leadership opportunities in the union building trades.

Dozens of Boston tradeswomen traveled to Minneapolis as ambassadors of one of the first cities in the nation to lead the movement for more inclusive and equitable building trades. Every year our building trades unions make historic strides towards recruiting more women into the highly-skilled and well-paid construction workforce. Through a number of innovative partner programs and strategic recruitment campaigns, Boston has led the effort to create a more even playing field for women and people of color nationwide.

Thanks to amazing partnerships with programs like Building Pathways, the Policy Group on Tradeswomen's Issues (PGTI), the Northeast Center for Tradeswomen's Equity (NCTE), Build A

Life That Works Massachusetts, and Massachusetts Girls in Trades (MAGIT), the number of female union apprentices across the state has nearly tripled since 2012. Currently, 92% of all women in building trades apprenticeships are union, and we are actively striving for a 20% women workforce by 2020.

The conference fused practical skill-building sessions, workshops, forums on union capacity building, and discussions on equity for women in the trades. This ninth annual conference was an especially productive time for Tradeswomen Build Nations. As the trades continue to grow and adapt, we must continue to remain motivated and responsive to change. We remain steadfastly dedicated to expanding opportunities for tradeswomen as well as developing and advocating for effective solutions to the challenges facing women in our industry.

MetroBTC is proud to have been a part of this year's Women Build Nations conference. This event reaffirms what we know well here in Boston: the future is bright for women who want to join and lead in the union building trades.



MetroBTC

Building & Construction Trades Council of the Metropolitan District

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Building Pathways Union Pre-Apprenticeship



The Building Pathways Union Pre-Apprenticeship Program is looking for qualified people who want to begin careers as skilled building trades men and women in construction and transportation. Building Pathways is a free six week career exploration program with hands on exposure to the trades.

Requirements:

- | | |
|----------------------------|--|
| Be 18 years or older | Be physically able to work in construction |
| High School Diploma or GED | be a licensed driver |
| Hi-Set | Must be drug free |

To learn more visit BuildingPathwaysBoston.org/programs

Actively Seeking Female Applicants