

Jamaica Plain Neighborhood Council Good Jobs Standards

January 23, 2018 *DRAFT*

The following is a proposal to the Jamaica Plain Neighborhood Council for principles for job quality and access for new developments, licenses, re-zoning, and any other matters on which the council provides opinions.

We are at a moment of both extensive new development and investment in Jamaica Plain, but also displacement of long-term residents. Our goals are to equitably improve opportunity and build wealth in the JP neighborhood for current and future residents by promoting good jobs and fair access to both construction and permanent (post-construction) jobs. Our goals are part of a city-wide effort to demand good jobs in our neighborhoods, and access to good jobs downtown and in other high employment areas. These standards have been developed in coordination with the Boston Jobs Coalition. These standards build on the City's Boston Resident Jobs Policy.

We recognize:

- Housing costs in JP are outstripping what people can afford.
- Taxpayers subsidize companies that pay low wages: the majority of low wage workers get some type of public assistance - food stamps, health insurance, earned income tax credit, emergency assistance.
- Higher education levels have not escaped declining wages.
- Good Job Standards are needed in all fields, not just construction.
- Access to good jobs outside the JP footprint is essential, as most jobs in Boston are in other high employment areas, such as Downtown Crossing, the Financial District, Longwood Area, Seaport, etc. If JP is to be developed based on our transit access, residents should use the transit to access good jobs.

What makes a good job:

- Pays a living wage
- Is full time with a reliable schedule
- Is safe
- Provides health, insurance, and sick time benefits
- Provides opportunity to improve skill level & grow
- Is equally accessible to people of color

The JPNC promotes the following job quality and job access standards

Construction

Job quality

- For all projects over 20,000 sq. ft. or over 10 units, whichever is smaller, all workers shall be paid prevailing/union rate (wages and benefits) whether the contractor is union or non-union.

- For all projects below the smaller of 20,000 sq. ft. or 10 units, all workers shall be paid a “community rate” based on a review of responsible community contracting. This rate shall be proposed through a community review process led by Boston Jobs Coalition with our participation.
- In order to increase affordable housing above the city-required standards, there will be consideration that projects may pay workers a "community rate" in return for a higher number of affordable units.

Job access

- Access for construction jobs shall be 51% Boston residents, 51% people of color, 20% women.

Enforceability

- All developers will include these provisions in their contracts with their general contractor, who must then include them in contracts with subcontractors
- All developers agree to participate in a local monitoring process with local residents and officials during construction that includes enforcement of the BRJP and these commitments, including providing wage data.

Permanent jobs (all post-construction jobs)

Job Quality

The current livable wage is \$22/hour (\$45,760 annually). We recognize there are different kinds of businesses in our community and one hourly rate doesn't necessarily fit all. We know there is a State minimum wage that must be paid to all workers regardless of the type of business. And we know that many small businesses hire family members and local youth. However, it is also true that many workers are on their own and/or are contributing to their family income. A worker's wages should put him/her in a stronger position to afford to stay in JP. We therefore have created 3 different starting wage standards:

- For all employers with less than 10 employees and under \$1 million dollars in gross revenues, we require that all State and Federal wage and fair wage laws be followed. Failure to do so can result in the loss of right to operate said business.
- For all employers with 11 or more employees at one or more sites, and gross yearly revenue between \$1 million and \$5 million, we recommend a minimum wage of \$15- \$18 per hour (\$31,200 to \$37,440 annually).
- For all employers with 11 or more employees and gross yearly incomes of more than \$5 million dollars, we recommend a minimum wage of \$22 per hour (\$45,760 annually).

- We recognize the value to the community of locally owned businesses. Locally-owned businesses often bring investment in the community and strong connections to the residents of the community. This will be taken into consideration when approving wage rates.
- All starting pay rates are effective January 1, 2018; All three minimum pay rates will be raised \$.50 on January 1, 2019 and thereafter indexed to the CPI-Urban on a yearly basis.
- JPNC will review the wage rate every 3 years, initially by January 1, 2020.
- All jobs should provide 75% full time jobs with “Minimally Credible Coverage” health benefits.
- All jobs should provide stable shifts defined as no on-call scheduling, minimum 3-hour shifts, and 4-week notice on shift changes.

Job Access

- Access for permanent jobs in the neighborhood shall be 51% Boston residents, 51% people of color, 51% women.

Enforceability

- All developers of new business locations shall be encouraged to include these standards in their contracts with their tenants and business operators, and to apply them to all direct hires.
- New and existing business owners shall be encouraged to commit to these standards.

The JPNC supports improved Job Access For Residents, Minorities, and Women

Connecting people to good jobs and meeting resident, minority, and women hiring goals is a challenging task for many contractors and businesses. Improving job access requires innovative action and effort from the City, agencies, businesses, and residents.

- We encourage the development of programmatic approaches that connect residents to local permanent jobs, such as 1st source programs or programmatic preferences for local hiring.
- We will promote and advocate for the development of a local “1st Source” hiring program, based at transit stations, to develop access to good quality downtown jobs for local residents. (Downtown Crossing, Financial District, Longwood Medical Area, Seaport, etc.).