

The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. The shapes are primarily triangles and polygons, creating a dynamic, layered effect. The central text is set against a white background that is framed by these blue shapes.

Clarendon Hill Redevelopment - Labor Forum

Monday, February 5 2018

Agenda

- 1) Overview and Goals
- 2) Applicable Laws
- 3) Local Hiring and Diversity
- 4) Good Labor Practices
- 5) Enforcement
- 6) Property Staff
- 7) Questions/Discussion

Goals of Clarendon Hill Redevelopment

- ▶ Rebuild 216 deeply low-income apartment homes for Somerville residents
- ▶ Build 70 new, affordable “moderate-income” workforce apartment homes
- ▶ Improve the neighborhood with new green space and parks, improved traffic intersections
- ▶ Create good jobs for Somerville residents
- ▶ More than 1,000+ jobs created on a \$140M project



Construction Goals

- ▶ Want skilled labor that safely performs the work that we need, and that we can afford
 - ▶ 1. Skill
 - ▶ 2. Safety
 - ▶ 3. Cost



Applicable Laws

- ▶ The proposed redevelopment follows Chapter 149 Section 26 to 27H
 - ▶ POAH/SCC's \$70M construction (over 50% of TDC) will be prevailing wage
 - ▶ Gate's portion of the site is not subject to prevailing wage
- ▶ Open to all trades; want union and non-union participation

Commitment to Local Hiring & Diversity

- ▶ POAH's hiring goals:
 - ▶ Local Hiring
 - ▶ 15% (worker hours)
 - ▶ Section 3
 - ▶ 10% (worker hours)
 - ▶ Minority
 - ▶ 40% (worker hours)
 - ▶ 25% (contract dollars)
 - ▶ Women
 - ▶ 5% (worker hours and contract dollars)

Commitment to Local Hiring & Diversity

- ▶ Submitted GC proposals are required to give specific steps as to how MBE/WBE, Section 3, and Local goals will be achieved
- ▶ GC must agree to hold at least 2 local hiring job fairs
- ▶ GCs should provide workforce timelines to better track progress towards hiring goals; track monthly

Commitment to Good Labor Practices

- ▶ Will select a General Contractor with good track record
- ▶ Use a Special Conditions exhibit (attached to RFP for pricing and to the Contract)
 - ▶ Contractor has appropriate insurance
 - ▶ Contractor must classify employees correctly (not independent contractors), ensures appropriate coverage for minimum wages/overtime, workers comp, unemployment, social security, Medicare, etc
 - ▶ Compliance with health and hospitalization requirements of the ACA
 - ▶ All work requires fully executed subcontract
 - ▶ Due diligence to ensure that no Work is assigned to a contractor or sub that has violated any construction, tax, insurance, and/or labor laws within 3 years
 - ▶ Super maintains up-to-date list of all names & addresses of subcontractors

Commitment to Good Labor Practices: Enforcement

- ▶ Forms required with each requisition:
 - ▶ Current list of subcontractors and lower tier subcontractors with a fully executed contract
 - ▶ Current list of insurance certificates (with expiration dates) for subs
- ▶ Each sub must have all employees sign in daily with GC Super
- ▶ All subs and second tier subs must provide GC with proof of payment of employment and payroll taxes and employee benefits (monthly certification)
- ▶ Monitoring via owner's rep and clerk

Commitment to Good Labor Practices: Property Staff and Ongoing Operations

- ▶ POAH pays wages competitive within the industry; undergoes periodic compensation studies to ensure wages are fair & competitive
- ▶ Generous benefits package including healthcare, dental, life & vision insurance, tuition reimbursement paid time off/sick days, 401k matching program
- ▶ Retention rate in line with industry peers & good quality of life documented in annual surveys
- ▶ Contracts with local businesses (landscaping, janitorial, etc) with commitment to local, minority-, and women-owned businesses
 - ▶ POAH Communities awarded “Million Dollar” achievement from MassHousing for \$1M+ in business with M/WBEs

Commitment to Good Labor Practices: Property Staff and Ongoing Operations

- ▶ POAH typically hires existing staff when purchasing/rehabbing a property
- ▶ Development team assisting SHA with “transition fee” that assists with existing SHA employee’s pensions and other personnel costs

Questions and Discussion

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