

# Why we need the Community Stabilization Jobs Act.

Also known as the “Chuck Turner Jobs Act”.

Our city, our contribution, our good jobs. Now more than ever.

Our residents of color and neighborhoods of color **must not be left behind** as the city comes back from the economic impacts of the coronavirus. As a city with 55% residents of color, we must target resources to the residents most impacted and least likely to rebound without policies that create an equitable economy. Corporations that make their money in Boston need to step up and embrace this approach. **The city must be bold and use all legal tools to create the economy we need.**

## Why NOW....

- Median earnings in Boston is just \$34,000, not nearly enough to stay in Boston. The need is high particularly in communities of color, even with people working. About half our households are paying more than 30% of our income for housing.
- There has been a huge expansion of jobs in Boston—about 140,000 new jobs in 10 years and 200,000 in 15 years. New employees from out of town contribute to “jobs-led” displacement.
- There are high levels of Boston and other public subsidy and assistance to employers and developers, even if the permanent jobs aren’t good and without Boston residents benefitting.
- People of Color in Boston have been tracked into low wage occupations and industries. There is significant under-employment of people with skills, credentials, and strong work history.
- Historically, concerted policies created this exclusion—today we need policy to affirmatively reverse it. Policies tied people of color to segregated neighborhoods.
- Construction accounts for only 2.6% of Boston’s jobs, but the city only has access requirements for construction. It is not enough.
- In spite of almost 800,000 jobs in Boston, only about half of Boston’s working residents can find jobs in Boston. About three-quarters of Boston’s jobs are filled by people from the suburbs. This mismatch allows us to make a significant impact for residents.

## Our goals? We want...

- Good quality jobs if there is public subsidy or support
- Fair access to good jobs for Boston residents, People of Color, and women
- A new enforcement regime that meets the needs of a modern economy
  - Coordinates city enforcement with resident-based enforcement: Community Stabilization Committees (uses city-based FLSA-type enforcement along with a NLRA-type model structured for new economy)
- Achieving these goals will:
  - Contribute to stabilizing Boston’s communities of color
  - Support housing access for Boston residents by increasing income
  - Bring the creativity and capacity of all Boston residents to Boston’s employers
  - Make it a Boston for all

## Our request? For now, just hold a hearing about the issue....

- Have an issue hearing by the summer of 2020 on:
  - Exclusion of people color and Boston residents from good jobs in the city
  - Public subsidies to employers who do not hire residents and POC
  - What the jobs are in Boston—new and growing jobs, jobs that are being subsidized, good quality jobs residents should have a fair share of
  - Benefit to both Boston’s residents and employers of an ordinance that sets standards and establishes new enforcement regime including role of community committees
- Work with us before the hearing to prepare an information request to the city so we all know both the problems and opportunities
- Then, based on the hearing, agree to take the next step to revise and then file an ordinance

## Why the ordinance IS the right tool.

- The City of Boston has authority to do this. The Greater Boston Legal Services Employment Unit has done an initial review of the draft ordinance and helped draft this language.
- It would have an impact at scale. We all know site-by-site demands are not sufficient.
- It is based on examples of language already in place across the country.
- In a city like ours where some neighborhoods much poorer than other neighborhoods, this ordinance targets resources and authority to poorer parts of the city. These are also neighborhoods with a higher share of people of color.

## Community Stabilization Jobs Act...details

- **What employers are covered?** Employers receiving assistance, including their contractors, subcontractors, tenants, temporary agencies over a minimum “small business” size
- **What is public assistance?** Grants, loans, tax incentives, conveyance of land or lease below market value, other public funding or approvals for development or expansion
- **What are the job quality requirements?** Minimum \$22 per hour with 75% full time with credible health insurance and stable shifts. Increasing wages over time.
- **What are the hiring requirements for new hires?** 50% residents, 50% POC, 25% residents of color, 50% women.
- New standards for **healthy conditions at all worksites**
- Provides a **workforce pipeline** for real access beyond just stating the requirements **including a new 1<sup>st</sup> Source Program**—a workforce program in each neighborhood to connect those residents to good downtown jobs, new job creation and service year programs that all employers must reach out to first for hiring
- Procedures including **role of the city** are thought through and detailed
- **Community stabilization committees** provide new neighborhood-based capacity
- **Civil action for enforcement** is used to reduce the burden on the city.
- **Start-up steps** include a partnership between the city and advocates

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