

SUBMISSION REQUIREMENTS SECTION

Good Jobs Strategy Plan

Developers must present a narrative explaining how their proposal supports the community's expressed priorities around supporting good permanent jobs at site and engaging in fair hiring practices which will support the participation of people of Roxbury and the immediate neighborhood. This narrative should include the respondent's commitments toward achieving the seven (7) good job standards criteria listed below. In addition, the respondent should explain how their performance against these commitments will be made public, evaluated and enforced in the years after construction is complete. To be clear, these standards are focused less on construction hiring and more on the people employed at the site after construction is complete.

If the respondent believes that they are not able to achieve one or more of the standards listed below, this should be made clear in the response and an alternative commitment should be suggested.

The seven (7) priority good job standards are:

1. At least 51% of the total employee work-hours performed on the Parcel, and for each employer occupying the Parcel, shall be by bona fide Boston Residents
2. At least 51% of the total employee work-hours performed on the Parcel, and for each employer occupying the Parcel, shall be by people of color
3. At least 51% of the total employee work-hours performed on the Parcel, and for each employer occupying the Parcel, shall be by women.
4. Good Wages: All employees shall be paid a salary or hourly wage equal to or greater than the Boston Living Wage - which shall be defined as \$16.89 on January 1, 2017 thereafter increasing annually by the rate of inflation
5. Full-time employees: At least 75% of all employees working on the Parcel, and at least 75% of all employees of each lessee, sublessee, or tenant working on the Parcel, shall be full-time employees. "Full time" shall mean at least 30 hours per week.
6. Stable shifts: All employees shall have a stable schedule appropriate for the field of work, defined as a work schedule that allows the employee to reasonably schedule other family care, educational, and work obligations; and a schedule that does not include "on-call" time and has a set weekly pattern that does not change more than two times per year shall be presumed to be stable.

7. Benefits: All full-time employees shall be offered the opportunity to opt into a company sponsored health insurance plan and coverage that meets Massachusetts (MCC).

The City does not believe these job standards are applicable to small businesses with fewer than 15 employees or less than \$5million in annual revenue. Therefore if all commercial businesses proposed are intended to be small businesses of this size or smaller, the respondent can optionally submit a good jobs narrative explaining why the jobs standards are not applicable due to this small business exemption and the proposal will be evaluated as "not applicable" on this criteria.

EVALUATION CRITERIA SECTION

Good Jobs Strategy

This Criterion evaluates the relative strength of the Proposer's employment strategy relative to the Boston Residents Jobs Policy and The strength of the Proposer's Good Jobs Plan submitted as part of minimum submission requirements. ***We will seek community input in the form of a developer's presentation with opportunity for public comment.***

Proposals that provide a comprehensive, highly reasonable, enforceable and achievable Good Jobs Strategy for the proposed project that is clearly superior to that of all other proposals shall be ranked **Highly Advantageous**.

Proposals that provide a reasonable and justifiable Good Jobs Strategy for the proposed project that is similar or equal to all other submitted proposals shall be ranked **Advantageous**.

Proposals that do not provide a credible or detailed Good Jobs Strategy for the proposed project, and/or propose a Good Jobs Strategy that is substantively inferior to all other submitted proposals shall be ranked **Not Advantageous**