

**HOUSE . . . . . No. 3475**

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**The Commonwealth of Massachusetts**

PRESENTED BY:

***Marjorie C. Decker***

*To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:*

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act promoting a just transition and clean energy workforce standards.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	DATE ADDED:
<i>Marjorie C. Decker</i>	<i>25th Middlesex</i>	<i>1/16/2025</i>
<i>Steven Owens</i>	<i>29th Middlesex</i>	<i>2/10/2025</i>
<i>Natalie M. Higgins</i>	<i>4th Worcester</i>	<i>2/10/2025</i>
<i>Lindsay N. Sabadosa</i>	<i>1st Hampshire</i>	<i>2/10/2025</i>
<i>Carmine Lawrence Gentile</i>	<i>13th Middlesex</i>	<i>2/18/2025</i>
<i>Chynah Tyler</i>	<i>7th Suffolk</i>	<i>2/20/2025</i>
<i>Erika Uytterhoeven</i>	<i>27th Middlesex</i>	<i>2/20/2025</i>
<i>David Paul Linsky</i>	<i>5th Middlesex</i>	<i>2/27/2025</i>
<i>James B. Eldridge</i>	<i>Middlesex and Worcester</i>	<i>3/3/2025</i>
<i>Samantha Montaño</i>	<i>15th Suffolk</i>	<i>3/5/2025</i>
<i>Patricia A. Duffy</i>	<i>5th Hampden</i>	<i>3/11/2025</i>
<i>James C. Arena-DeRosa</i>	<i>8th Middlesex</i>	<i>3/11/2025</i>
<i>Adrienne Pusateri Ramos</i>	<i>14th Essex</i>	<i>3/11/2025</i>
<i>Steven Ultrino</i>	<i>33rd Middlesex</i>	<i>3/11/2025</i>
<i>David Henry Argosky LeBoeuf</i>	<i>17th Worcester</i>	<i>4/8/2025</i>
<i>Danillo A. Sena</i>	<i>37th Middlesex</i>	<i>4/11/2025</i>
<i>Adam J. Scanlon</i>	<i>14th Bristol</i>	<i>5/8/2025</i>
<i>Estela A. Reyes</i>	<i>4th Essex</i>	<i>5/28/2025</i>

<i>Mike Connolly</i>	<i>26th Middlesex</i>	<i>6/11/2025</i>
<i>Priscila S. Sousa</i>	<i>6th Middlesex</i>	<i>6/11/2025</i>
<i>Lisa Field</i>	<i>3rd Bristol</i>	<i>9/3/2025</i>
<i>Dennis C. Gallagher</i>	<i>8th Plymouth</i>	<i>9/18/2025</i>
<i>Michelle L. Badger</i>	<i>1st Plymouth</i>	<i>10/14/2025</i>
<i>Nick Collins</i>	<i>First Suffolk</i>	<i>10/20/2025</i>
<i>Margaret R. Scarsdale</i>	<i>1st Middlesex</i>	<i>10/21/2025</i>
<i>Vanna Howard</i>	<i>17th Middlesex</i>	<i>10/24/2025</i>
<i>Rodney M. Elliott</i>	<i>16th Middlesex</i>	<i>11/3/2025</i>

**HOUSE . . . . . No. 3475**

By Representative Decker of Cambridge, a petition (accompanied by bill, House, No. 3475) of Marjorie C. Decker and others relative to the transition to clean energy and the training of employees on alternative energy generation and distribution. Telecommunications, Utilities and Energy.

**The Commonwealth of Massachusetts**

**In the One Hundred and Ninety-Fourth General Court  
(2025-2026)**

An Act promoting a just transition and clean energy workforce standards.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1 SECTION 1. Section 1E of Chapter 164 of the General Laws is hereby amended by  
2 striking out section 1E (a) and (b) and inserting in place thereof the following subsections:-

3 (a) The department is hereby authorized to promulgate rules and regulations to establish  
4 and require performance-based rates for each distribution, transmission, and gas company  
5 organized and doing business in the commonwealth pursuant to the provisions of this chapter. In  
6 promulgating such performance-based rate schemes, the department shall establish service  
7 quality standards for each distribution, transmission, and gas company, including, but not limited  
8 to, standards for customer satisfaction service outages, distribution facility upgrades, repairs and  
9 maintenance, telephone service, billing service, and public safety, occupational safety, training  
10 and certifications for both in-house and contractor employees, map and record accuracy, and in-  
11 house staffing benchmarks sufficient to ensure pipeline safety and reliability through the period  
12 of transition ot net zero emissions.

13           Within 60 days of the effective date of this legislation, the department shall open a docket  
14 for the purpose of developing additional just transition workforce service quality indicators,  
15 which may include, but are not limited to, the training and the utilization of the gas companies’  
16 residual workforce as it adopts and invests in non-pipeline alternatives to natural gas (NPAs), as  
17 defined by DPU 20-80B or other renewable energy sources, such as hydrogen and renewable  
18 natural gas.

19           (b) In complying with the services quality standards and employee benchmarks  
20 established pursuant to this section, a distribution, transmission, or gas company that makes a  
21 performance-based rating filing after the effective date of this act shall not be allowed to engage  
22 in labor displacement or reductions below staffing levels in existence on January 1, 2025, unless  
23 such are fully compliant with any law supporting a just transition to net zero emissions and part  
24 of a collective bargaining agreement or agreements between such company and the applicable  
25 labor organization or labor organizations representing such workers, or with the approval of the  
26 department following an evidentiary hearing at which the burden shall be upon the company to  
27 demonstrate that such staffing reductions shall not adversely disrupt service quality standards or  
28 public safety and shall maintain reliable service through the transition to net zero emissions as  
29 established by the department herein. Nothing in this paragraph shall prevent reduction of forces  
30 below the January 1, 2025 level through early retirement and severances negotiated with labor  
31 organizations before said date.

32           SECTION 2. Section 1E of Chapter 164 of the General Laws in hereby amended by  
33 adding the following subsections after subsection (c):-

34 (d) The department shall require each company engaged in the sale or distribution of gas  
35 as part of performance-based ratemaking and biennially, as required by this act, to submit a just  
36 transition plan, which must be approved by the department, to address workforce development,  
37 maintenance, and attrition, and provide the following:

38 (i) A detailed proposed chronology for projected energy supply and distribution in the  
39 transition to net zero emissions to be set through performance-based ratemaking;

40 (ii) A detailed plan for the hire, retention, and training of a sufficient operations and  
41 maintenance workforce through 2050, or until the complete retirement of its gas pipeline is  
42 achieved, whichever is later, and which addresses the gas company's operational plans to meet  
43 the commonwealth's net zero emissions goals while concurrently fulfilling this chapter's  
44 requirements to provide safe and reliable service as well as all other state and federal regulatory  
45 requirements;

46 (iii) Sufficient in-house staffing levels, in each relevant job classification and department  
47 to ensure the safety and reliability of the gas company's gas service through the effective time  
48 period for which the performance-based rates have been sought and taking into account the gas  
49 company's projected schedule for adopting non-pipeline and other renewable energy alternatives  
50 to natural gas and its obligations to maintain safe and reliable gas service to existing customers;

51 (iv) Training and workforce development plans providing for gas company workforce  
52 needs on residual natural gas as well as non-pipeline alternatives and other renewable energy  
53 sources through the effective time period for which the performance-based rates have been  
54 sought, including but not limited to, the generation and distribution infrastructure utilized to  
55 replace and/or complement natural gas, whether by the gas company, its parent or subsidiary or

56 related corporation, a joint venture, or another company regulated by the department with  
57 electric or other non-pipeline alternative or renewable energy service territory overlap with the  
58 gas company;

59 (v) Any and all mitigation measures proposed or implemented to address the impacts of  
60 transition on the gas company's workforce over the course of the time period in which the  
61 performance-based rates remain in effect, including but not limited to, cross-training and hiring  
62 preferences at dual-fuel companies and joint ventures with non-pipeline alternative energy and/or  
63 other renewable energy generators and distributors, early retirement incentives, and education  
64 stipends for retraining;

65 (vi) Any collective bargaining or other agreements reached with labor unions  
66 representing the gas company's in-house workforce and/or representing the workforce of outside  
67 contractors to ensure a just workforce transition over the duration of the proposed performance-  
68 based rates or until a full transition to net zero emissions is achieved;

69 (vii) In the event of the gas company's anticipated substantial, partial, or complete  
70 cessation of gas operations in Massachusetts during the period in which performance-based  
71 review is effective, the company must report the following to the department:

72 (a) Means by which the gas company, and/or its parent corporation, intends to avoid  
73 burdening the commonwealth, ratepayers, or taxpayers with the social welfare costs resulting  
74 from such cessation;

75 (b) Measures to ensure the solvency of the gas company pension system during and after  
76 transition;

77 (c) Measures to stem the displacement of gas company employees unemployed as a result  
78 of transition from the Massachusetts energy sector; and

79 (d) Any agreements developed with labor unions representing the gas company's in-  
80 house workforce and/or representing the workforce of outside contractors to ensure a just  
81 workforce transition over the duration of the proposed performance-based rates.

82 This subsection shall apply to any distribution, transmission, and gas company organized  
83 and doing business in the commonwealth pursuant to the provisions of chapter 164, including  
84 any successor company engaged in dual-fuels, joint ventures with renewable energy generators  
85 or distributors, or alternative energy companies.

86 Nothing in this subsection shall prohibit or supplant the local distribution company's  
87 collective bargaining obligations relative to the National Labor Relations Act.

88 SECTION 3. Section 145 of Chapter 164 of the General Laws is hereby amended by  
89 inserting in subsection (b), as appearing in the 2022 Official Edition, the following paragraph:-

90 This plan shall include, but not be limited to, provisions to ensure the gas company trains  
91 a sufficiently skilled workforce to repair and maintain the safety and reliability of its pipeline for  
92 the duration of its useful life, until and including its retirement or re-purposing for non-pipeline  
93 alternatives or other renewable energy use.

94 SECTION 4. Section 145 of Chapter 164 of the General Laws is hereby amended by  
95 inserting in subsection (c), as appearing in the 2022 Official Edition, the following words:-

96 ; and (vii) how the gas company intends to utilize its in-house workforce and outside  
97 contractor crews, respectively, to perform construction; (viii) all oversight and quality assurance

98 measures implemented by the gas company on construction during the course of the plan; (ix) all  
99 funds to be expended on training for its in-house workforce and contractors on the construction  
100 and maintenance of its pipeline; (x) any plans for the utilization of the pipeline to satisfy the  
101 commonwealth’s net zero emissions goals, including but not limited to, the exploration of  
102 renewable natural gas and hydrogen, and aggregated data reflecting the projected impact of the  
103 plans on the commonwealth’s net zero emissions goals.

104 SECTION 5. Chapter 164 of the General Laws is hereby amended by adding the  
105 following section:-

106 Section 149. Department program to ensure a just transition.

107 (a) Definitions. For the purposes of this section, the following definitions shall apply:

108 “Gas company” or “employer”, any local distribution company regulated under section 3  
109 of chapter 164 and distributing natural gas to ratepayers.

110 “Dual-fuel company”, a company that distributes natural gas and one or more other forms  
111 of energy to commercial, governmental, and/or residential ratepayers.

112 “Alternative energy company”, a company that generates or distributes forms of energy  
113 whose production and use results in the production of lower carbon emissions than conventional  
114 natural gas or electric energy.

115 “Commonwealth”, the Commonwealth of Massachusetts and/or its departments, offices,  
116 agencies, political subdivisions, and quasi-public agencies, including, but not limited to, quasi-  
117 public agencies subject to chapter 150A as appearing in chapter 760 of the acts of 1962, and any

118 quasi-public independent entity and any authority or body politic and corporation established by  
119 the general court to serve a public purpose.

120 (b) Planning for Just Transition of Workforce.

121 (1) Every gas company shall develop, and periodically amend, a comprehensive plan, as  
122 set forth in Section 1E of Chapter 164, as amended by section 1 of this act, to be filed with the  
123 Department of Public Utilities for the hire, retention, and training of a sufficient operations and  
124 maintenance workforce through 2050, or until the complete retirement of its gas pipeline is  
125 achieved, whichever is later, addressing its plans to meet the commonwealth's net zero emissions  
126 goals and its plans to fulfill this chapter's requirements to provide safe and reliable service as  
127 well as all other state and federal regulatory requirements. Such plan shall be amended  
128 biennially, beginning July 1, 2026, and shall also be amended when the gas company files with  
129 the department requesting performance-based ratemaking.

130 In addition to provisions set forth by section 1 of this act, each company plan shall also  
131 provide projections for any attrition among its in-house workforce and the utilization of outside  
132 contractors over both the biennial period and over the course of its transition to net zero  
133 emissions or its complete retirement of its gas pipeline, whichever is later.

134 All dual-fuel companies must additionally provide, as part of their biennial plan,  
135 provisions, opportunities, and initiatives to provide training and employment opportunities to  
136 workers who may be displaced by the gas company's compliance with the commonwealth's net  
137 zero emissions goals on the other forms of energy it distributes. This includes, but is not limited  
138 to, any agreement reached with labor organizations representing employees at its gas or

139 alternative fuel operations or labor organizations representing employees of its outside  
140 contractors.

141 (2) The department shall, when initiated sua sponte or by motion of the Attorney General,  
142 initiate an investigation to determine the sufficiency of the gas company and/or dual-fuel  
143 company's plan with regard to meeting the commonwealth's net zero emission requirements and  
144 chapter 164's reliability, safety, and staffing requirements. Such plans, and all back-up data upon  
145 which the plans are based, shall be subject to disclosure to all intervening stakeholders during the  
146 investigation. Upon good cause shown, back-up data may be subject to reasonable protective  
147 treatment.

148 (c) Funding for Training on Alternative Fuels.

149 The Executive Office of Energy and Environmental Affairs and the Executive Office of  
150 Labor and Workforce Development shall, joint and in collaboration, administer programs,  
151 provide technical assistance, and develop regulations for a training fund to support the  
152 establishment of apprenticeship programs to train gas and dual-fuel company employees on  
153 alternative energy generation and distribution and raise the next generation of energy industry  
154 workers in the commonwealth.

155 Grants from the fund may be provided to gas and dual-fuel companies for the  
156 development and execution of training their workforces on a competitive basis, based upon a  
157 number of factors, including but not limited to, the company's demonstrated commitment to (1)  
158 retaining and repurposing its in-house gas workforce on dual-fuel or alternative energy  
159 businesses, and (2) to maintaining high quality, long-term in-house employment opportunities in

160 energy distribution. Labor organizations representing gas company workers and dual-fuel  
161 company workers may also apply for funding.

162           Alternative energy companies, including both generating or distributing companies, may  
163 also apply for training grants from this fund to defray the cost of hiring and training workers  
164 displaced by the commonwealth's efforts to meet its net zero emissions goals. To qualify,  
165 alternative energy companies must demonstrate that (1) they are developing and executing plans  
166 for hiring, training, and retention that include a demonstrated commitment to training and hiring  
167 gas company employees and other workers displaced by the commonwealth's transition to net  
168 zero emissions, (2) they have or are in the process of developing robust in-house training  
169 programs in the commonwealth on alternative energy, and (3) they are committed to the creation  
170 and maintenance of high quality, sustainable employment opportunities for displaced workers.

171           SECTION 6. Chapter 23 of the General Laws, as appearing in the 2022 Official Edition,  
172 is hereby amended by adding following section:-

173           Section 26. Just Transition to Clean Energy.

174           (a) Within the Executive Office of Labor and Workforce Development, there shall be a  
175 Just Transition Office. The office shall ensure that workers employed in the energy sector who  
176 are displaced due to efforts by the commonwealth or the private sector to reduce greenhouse gas  
177 emissions or transition from fossil fuels to clean energy have access to employment and training  
178 opportunities in clean energy industries and related fields. The office shall also work with clean  
179 energy businesses to ensure they act as responsible employers to further the commonwealth's  
180 workforce and economic development goals. The office shall also work to increase access to

181 employment and training opportunities in clean energy industries and related fields for residents  
182 of environmental justice communities.

183 (b) The Secretary of Labor and Workforce Development shall appoint the director of the  
184 office.

185 (c) There shall be a Just Transition Advisory Committee consisting of: (i) the director of  
186 the just transition office; (ii) the secretary of labor and workforce development, or their designee;  
187 (iii) the commissioner of the department of energy resources, or their designee; (iv) the secretary  
188 of the executive office of energy and environmental affairs, or their designee; (v) a representative  
189 of employers in the gas utility sector appointed by the governor; (vi) a representative of  
190 employers in the electric power generation sector appointed by the governor; (vii) a  
191 representative of employers in the renewable electricity sector appointed by the governor; (viii) a  
192 representative of employers in the energy efficiency sector appointed by the governor; (ix) a  
193 representative of employers in the clean transportation sector appointed by the governor; (x) a  
194 representative of employers in the clean heating sector appointed by the governor; (xi) a  
195 representative of employees in the gas utility sector appointed by the president of the  
196 Massachusetts AFL-CIO; (xii) a representative of employees in the electric power generation  
197 sector appointed by the president of the Massachusetts AFL-CIO; (xiii) two representatives of  
198 employees in the clean energy sector appointed by the president of the Massachusetts AFL-CIO;  
199 (xiv) a representative of employees in the transportation sector appointed by the president of the  
200 Massachusetts AFL-CIO; (xv) the president of the Massachusetts Building Trades Council, or  
201 their designee; and (xvi) two representatives of environmental justice communities appointed by  
202 the secretary of the executive office of energy and environmental affairs.

203 (d) The committee shall be tasked with developing a just transition plan for the energy  
204 sector that identifies workers currently employed in the sector by industry, trade, and job  
205 classifications, and contains relevant information including, but not limited to, current wage and  
206 benefit packages and current licensing, certification, and training requirements. The committee,  
207 through the just transition plan, shall recommend education and training programs to enhance re-  
208 employment opportunities within the energy sector, and services to support dislocated workers  
209 displaced from jobs within the energy sector as a result of emissions-reducing policies and  
210 advancements in clean energy technology. The just transition plan shall also recommend actions  
211 to increase opportunities for residents of environmental justice communities to work in clean  
212 energy industries.

213 (e) The just transition plan shall include provisions to:

214 (i) educate dislocated workers, in collaboration with employers of dislocated workers and  
215 relevant labor unions, on re-employment or training opportunities;

216 (ii) provide training, cross-training, and re-training to workers displaced by gas  
217 infrastructure loss in the commonwealth's local distribution companies and related businesses:

218 (iii) address the workforce development challenges of the fossil fuel energy sector's  
219 shrinking workforce over the course of the commonwealth's transition to a clean energy  
220 economy;

221 (iv) incentivize the hiring of displaced energy sector workers with utilities, clean energy  
222 industries, and related industries;

223 (v) collaborate with the Massachusetts Clean Energy Center to ensure that training and  
224 employment opportunities for displaced energy sector workers are included in their initiatives,  
225 incentives, funding opportunities, and projects;

226 (vi) collaborate with the department of public utilities and other agencies regulating the  
227 energy sector within the commonwealth to coordinate just transition initiatives, complementing  
228 the other regulatory priorities of those agencies;

229 (vii) evaluate options for the establishment of a fund to implement the just transition plan  
230 and its components, including potential sources for sustainable short-term and long-term  
231 funding;

232 (viii) develop requirements, including the submission of a workforce transition plan, for  
233 energy sector employers that are closing a facility or significantly reducing their workforces as a  
234 result of efforts by the commonwealth or the private sector to reduce greenhouse gas emissions  
235 or transition from fossil fuels to clean energy;

236 (ix) identify employers in the energy sector involved or likely to be involved in  
237 transitional steps away from fossil fuels and establish requirements and procedures for  
238 submissions of employee counts and classifications to the office; and

239 (x) increase access to employment and training opportunities in clean energy industries  
240 and related fields for residents of environmental justice communities.

241 (f) Employers described in paragraph (ix) of subsection (e) shall submit a workforce  
242 transition plan to the office. Workforce transition plans be subject to section 10 of chapter 66 of  
243 the General Laws and shall include:

244 (i) the reasons for the workforce reduction or facility closure;

245 (ii) the total number of workers by job classification and by geographic assignment  
246 employed by the employer;

247 (iii) the total number of workers whose existing jobs who will be retained, by job  
248 classification and geographic location;

249 (iv) the total number of workers whose existing jobs are being eliminated by the  
250 workforce reduction or the closure of a facility, by job classification and geographic location;

251 (v) whether each classification of workers whose jobs are being eliminated will be  
252 offered employment in any other job classification or capacity by the employer; how many  
253 employees in each classification will be offered employment; and whether the replacement  
254 employment offered will provide comparable wages, benefits, and working conditions;

255 (vi) whether the employer is offering severance or early retirement benefits to impacted  
256 workers; the value of the severance or early retirement benefits; whether the severance or early  
257 retirement benefits are being provided to all or certain classes of workers and how many  
258 impacted workers intend to utilize these offerings;

259 (vii) whether the employer plans to transfer the work to a separate facility, enter a  
260 contracting agreement for work previously performed by company employees, or otherwise  
261 outsource work previously performed by company employees; and

262 (viii) whether the employer is a recipient of loans, grants, tax increment financing, or any  
263 other financial incentive from the commonwealth, its independent state agencies, departments, or  
264 corporations, or any municipality within the last five years.

265 SECTION 7. Chapter 25A of the General Laws, as appearing in the 2022 Official  
266 Edition, is hereby amended by adding the following section:

267 Section 18A. Clean Energy Workforce Standards and Accountability Act

268 (a) For the purposes of this section, the following words shall, unless the context clearly  
269 requires otherwise, have the following meanings:

270 “Applicant”, (1) any natural person or business, whether or not incorporated or  
271 unincorporated, who seeks a contract to provide labor or services under this chapter, and  
272 employs another to work in the commonwealth, or contracts with another natural person or  
273 business to do so to perform labor, services, or otherwise assist in the completion of project,  
274 under a contract, grant, subsidy, or any other arrangement funded in part or in the whole by the  
275 commonwealth, or its departments, offices, agencies, subdivisions, and quasi-public agencies,  
276 including, but not limited to public authorities, subject to said chapter 150A by chapter 760 of  
277 the acts of 1962; and (2) any public utilities that are regulated under chapter 164. This definition  
278 excludes: (1) the United States or a corporation wholly owned by the government of the United  
279 States; and (2) a public utility, but only when employing workers directly to perform  
280 construction and maintenance and other operational duties on its utility infrastructure and  
281 building.

282 “Commonwealth”, the commonwealth and its departments, offices, agencies, political  
283 subdivisions, and quasi-public agencies, including but not limited to quasi-public agencies  
284 subject to chapter 150A by chapter 760 of the acts of 1962 and any quasi-public independent  
285 entity and any authority or corporation established by the general court to serve a public purpose.

286 “Energy infrastructure”, refers to but is not limited to Massachusetts’ existing energy  
287 industry infrastructure generating, transmitting, and distributing energy from fossil fuels sources,  
288 building energy efficiency improvements, and renewable energy infrastructure.

289 “Environmental justice population”, shall have the same meaning as defined in section 62  
290 of chapter 30.

291 “Labor peace agreement”, an agreement between an employer and labor organization  
292 that, at a minimum, protects the commonwealth’s proprietary interests by prohibiting the labor  
293 organization and its members from engaging in picketing, work stoppages, boycotts, strikes, and  
294 any other economic interference with the employer’s business operations for the duration of the  
295 agreement.

296 “Municipality at high risk for the effects of climate change”, a municipality that can  
297 demonstrate to the department current or future significant changes to its population, land use, or  
298 local economy resulting from changes in climate.

299 “Project”, initiatives of the commonwealth and its departments, offices, agencies, and  
300 subdivisions, and quasi-public agencies, including, but not limited to public authorities, subject  
301 to chapter 150A by chapter 760 of the acts of 1962, modernizing and expanding the capacity of  
302 its existing energy infrastructure, providing climate change remediation, and/or developing  
303 renewable energy generation, transmission and distribution, in furtherance of meeting the  
304 commonwealth’s net zero emissions goals.

305 “Public utilities”, utilities that are regulated under chapter 164.

306 “Supply chain facilities”, refers to but is not limited to businesses that perform material  
307 extraction, refining, processing, fabrication, manufacturing, and assembly of components for  
308 renewable energy projects.

309 (b) Every request for proposal, grant application, or solicitation offering funding from the  
310 commonwealth or other public entity enumerated above for the purpose of furthering the  
311 commonwealth’s net zero emissions goals in any manner for all commercial projects and  
312 residential projects in excess of three units, shall be performed in conformance with sections 26  
313 to 27D, inclusive, of chapter 149, and shall include the certification and disclosure requirements  
314 included in this section.

315 (c) To be awarded funding or contracts by the commonwealth, applicants shall provide  
316 complete and accurate responses and disclosures that include:

317 (i) documentation reflecting the applicant’s demonstrated commitment to workforce  
318 development within the commonwealth;

319 (ii) a statement of intent concerning efforts that it and its contractors and subcontractors  
320 on this project will take to promote workforce development on the project if successful;

321 (iii) documentation reflecting the applicant’s demonstrated commitment to economic  
322 development within the commonwealth;

323 (iv) a statement of intent concerning efforts that it and its contractors and subcontractors  
324 on this project will take to promote economic development on the project if successful;

325 (v) documentation reflecting the applicant’s demonstrated commitment to expand  
326 workforce diversity, equity, and inclusion in its past projects within the commonwealth;

327 (vi) a statement of intent concerning efforts that it and its contractors and subcontractors  
328 on this project will take to expand workforce diversity, equity and inclusion on the project if  
329 successful;

330 (vii) a disclosure on whether it and each of its contractors and subcontractors on this  
331 project have previously contracted with a labor organization in the commonwealth or elsewhere,  
332 as defined by chapter 150A or the National Labor Relations Act;

333 (viii) a statement of whether it and each of its contractors and subcontractors on this  
334 project participates in a state or federally certified apprenticeship program and the number of  
335 apprentices the apprenticeship program has trained to completion for each of the last five (5)  
336 years;

337 (ix) a statement of intent concerning the extent to which the applicant, its contractors, and  
338 subcontractors on this project intend to utilize apprentices on the project if successful;

339 (x) certification that the applicant and its contractors and subcontractors on this project  
340 have complied with chapters 149, 151, 151A, 151B and 152 of the General Laws and 29 U.S.C.  
341 section 201, et seq. and federal anti-discrimination laws for the last three (3) calendar years;

342 (xi) certification that the applicant and its contractors and subcontractors on this project  
343 are currently, and will remain, in compliance with chapters 149, 151, 151A, 151B and 152 of the  
344 General Laws and 29 U.S.C. section 201, et seq. and federal anti-discrimination laws for the  
345 duration of this project;

346 (xii) detailed plans for assuring labor harmony during all phases of the construction,  
347 reconstruction, renovation, development and operation of the project.

348 To the extent the applicant, or one of its contractors or subcontractors on the project,  
349 cannot meet the certification requirements provided for in clauses (x) and (xi), the applicant must  
350 submit proof of a wage bond or other comparable form of insurance in an amount equal to the  
351 aggregate of one year's gross wages for all workers projected to be employed by the applicant,  
352 contractor, or subcontractor for which certification is unavailable, to be maintained for the life of  
353 the project.

354 (d) Every request for proposals, solicitation, or advertisement for funding issued by the  
355 commonwealth under this chapter shall notify applicants that they will be disqualified from this  
356 project if they have been debarred by the federal government or commonwealth for the entire  
357 term of debarment.

358 (e) All applicants shall provide in a timely manner the above documentation and  
359 certifications as part of their initial application. Failure to provide said documentation and  
360 certifications shall disqualify the applicant from receiving funding for the project on which the  
361 funding has been requested.

362 (f) A successful applicant's good faith failure to provide complete accurate certifications  
363 and documentation under subsection (a) of this section shall result in suspension from the project  
364 for a period of 30 days, to provide an opportunity for the applicant to address application  
365 deficiencies to the satisfaction of the commonwealth. Failure to cure deficiencies, thereafter,  
366 shall result in termination. A successful applicant's willful failure to provide accurate  
367 certifications and documentation shall result in permanent termination from the project and the  
368 return of all funds awarded therefore within 30 days.

369 (g) The attorney general shall enforce the provisions contained herein and may enact  
370 regulations consistent therewith.

371 (h) Where the Commonwealth of Massachusetts or any political subdivision thereof  
372 proffers land within its control (by lease or ownership) and sub-leases or conveys such land to an  
373 end user, developer, or operator public lands for the construction, operation, and/or maintenance  
374 of a manufacturing, marshalling, or staging facility within the commonwealth that will provide  
375 goods and services for renewable energy generation, distribution, transmission, and  
376 infrastructure, those leases/conveyances shall be conditioned upon the lessee/awardee's  
377 agreement to enter into fully executed labor peace agreements with any bona fide labor  
378 organization that seeks to represent the lessee/awardee's employees working on the project, as  
379 permitted by federal law.

380 Likewise, any funding, including grants and loans made by the Commonwealth of  
381 Massachusetts, including but not limited to those made through the Massachusetts Clean Energy  
382 Center under chapter 23J, to support the construction, operation, and/or maintenance of a supply  
383 chain facility within the commonwealth that will provide goods and services to be used in the  
384 construction and maintenance of renewable energy generation, distribution, or transmission  
385 facility, shall be conditioned upon the recipient's agreement to enter into a fully executed labor  
386 peace agreement with any bona fide labor organization(s) that seeks to represent the recipient's  
387 employees working on the project as their exclusive bargaining representative, as permitted by  
388 federal law.

389 SECTION 8. Chapter 149 of the General Laws, as appearing in the 2020 Official Edition,  
390 is hereby amended by adding the following new sections:-

391 Section 27I. All construction, reconstruction, installation, alteration or repair on natural  
392 gas utility infrastructure, including, but not limited to, pipelines, mains, services, and other  
393 infrastructure: (1) requiring the excavation, construction, reconstruction of public lands, rights on  
394 way, public works, or buildings and (2) not performed by workers directly employed by public  
395 utilities, as defined by chapter 164, shall be performed and procured under this section 149.

396 No public authority, including, but not limited to, the commonwealth, its subdivisions, a  
397 county, or a municipality, shall permit or agree to pipeline construction, reconstruction,  
398 installation, alteration or repair work by a gas distribution company requiring the excavation,  
399 alternation, reconstruction, or repair of public lands, works, or buildings unless said agreement  
400 contains a stipulation requiring prescribed rates of wages, as determined by the commissioner, to  
401 be paid to individuals performing pipeline construction who are not gas company employees.

402 Any such approval which does not contain said stipulation shall be invalid, and no  
403 construction may commence thereunder. Said rates of wages shall be requested of said  
404 commissioner by said public official or public body together with the gas local distribution  
405 company on whose service territory the public infrastructure lies, and shall be furnished by the  
406 commissioner in a schedule containing the classification of jobs, and the rate of wages to be paid  
407 for each job. Said rates of wages shall include payments to health and welfare plans, or, if no  
408 such plan is in effect between employers and employees, the amount of such payments shall be  
409 made every six months.

410 Whoever pays less than said rates of wages, including payments to health and welfare  
411 funds, or the equivalent in wages, on said works, and whoever accepts for his own use, or for the  
412 use of any other person, as a rebate, gratuity or in any other guise, any part or portion of said

413 wages or health and welfare funds, shall have violated this section and shall be punished or shall  
414 be subject to a civil citation or order as provided in section 27C.

415 An employee claiming to be aggrieved by a violation of this section may, 90 days after  
416 the filing of a complaint with the attorney general, or sooner if the attorney general assents in  
417 writing, and within 3 years after the violation, institute and prosecute in his own name and on his  
418 own behalf, or for himself and for others similarly situated, a civil action for injunctive relief, for  
419 any damages incurred, and for any lost wages and other benefits pursuant to section 150 of  
420 chapter 149. An employee so aggrieved who prevails in such an action shall be awarded treble  
421 damages, as liquidated damages, for any lost wages and other benefits and shall also be awarded  
422 the costs of the litigation and reasonable attorneys' fees.

423 Section 27J. All construction, reconstruction, installation, alteration or repair on electrical  
424 utility infrastructure: (1) requiring the excavation, construction, reconstruction of public lands,  
425 rights of way, public works, or buildings and (2) not performed by workers directly employed by  
426 Public Utilities, as defined by chapter 164, shall be performed and procured under this section of  
427 chapter 149.

428 No public authority, including, but not limited to, the commonwealth, its subdivisions, a  
429 county, or a municipality, shall permit or agree to construction, reconstruction, installation,  
430 alteration or repair work by an electric distribution company requiring the excavation,  
431 alternation, reconstruction, or repair of public lands, works, or buildings unless said agreement  
432 contains a stipulation requiring prescribed rates of wages, as determined by the commissioner, to  
433 be paid to individuals performing pipeline construction who are not gas company employees.  
434 Any such approval which does not contain said stipulation shall be invalid, and no construction

435 may commence thereunder. Said rates of wages shall be requested of said commissioner by said  
436 public commissioner or public body together with the electric company on whose service  
437 territory the public infrastructure lies, and shall be furnished by the commissioner in a schedule  
438 containing the classifications of jobs, and the rate of wages to be paid for each job. Said rates of  
439 wages shall include payments to health and welfare plans, or, if no such plan is in effect between  
440 employers and employees, the amount of such payments shall be paid directly to employees.  
441 Such requests for rates shall be made every six (6) months.

442           Whoever pays less than said rates of wages, including payments to health and welfare  
443 funds, or the equivalent in wages, on said works, and whoever accepts for his own use, or for the  
444 use of any other person, as a rebate, gratuity or in any other guise, any part or portion of said  
445 wages or health and welfare funds, shall have violated this section and shall be punished or shall  
446 be subject to a civil citation or order as provided in section 27C.

447           An employee claiming to be aggrieved by a violation of this section may, 90 days after  
448 the filing of a complaint with the attorney general, or sooner if the attorney general assents in  
449 writing, and within 3 years after the violation, institute and prosecute in his own name and on his  
450 own behalf, or for himself and for others similarly situated, a civil action for injunctive relief, for  
451 any damages incurred, and for any lost wages and other benefits pursuant to section 150 of  
452 chapter 149. An employee so aggrieved who prevails in such an action shall be awarded treble  
453 damages, as liquidated damages, for any lost wages and other benefits and shall also be awarded  
454 the costs of the litigation and reasonable attorneys' fees.

455           Section 27K. All construction, reconstruction, installation, alteration or repair on  
456 renewable energy generation, distribution, transmission: (1) requiring the excavation,

457 construction, reconstruction of public lands, rights of way, public works, or building and (2) not  
458 performed by workers directly employed by public utilities, as defined by chapter 164, shall be  
459 performed and procured under this section of chapter 149.

460 No public authority, including, but not limited to, the commonwealth, its subdivisions, a  
461 county, or a municipality, shall permit or agree to construction, reconstruction, installation,  
462 alteration or repair work by an electric distribution company requiring the excavation,  
463 alternation, reconstruction, or repair of public lands, works, or buildings unless said agreement  
464 contains a stipulation requiring prescribed rates of wages, as determined by the commissioner, to  
465 be paid to individuals performing pipeline construction who are not gas company employees.  
466 Any such approval which does not contain said stipulation shall be invalid, and no construction  
467 may commence thereunder. Said rates of wages shall be requested of said commissioner by said  
468 public commissioner or public body together with the electric company on whose service  
469 territory the public infrastructure lies, and shall be furnished by the commissioner in a schedule  
470 containing the classifications of jobs, and the rate of wages to be paid for each job. Said rates of  
471 wages shall include payments to health and welfare plans, or, if no such plan is in effect between  
472 employers and employees, the amount of such payments shall be paid directly to employees.  
473 Such requests for rates shall be made every six (6) months.

474 Whoever pays less than said rates of wages, including payments to health and welfare  
475 funds, or the equivalent in wages, on said works, and whoever accepts for his own use, or for the  
476 use of any other person, as a rebate, gratuity or in any other guise, any part or portion of said  
477 wages or health and welfare funds, shall have violated this section and shall be punished or shall  
478 be subject to a civil citation or order as provided in section 27C.

479 An employee claiming to be aggrieved by a violation of this section may, 90 days after  
480 the filing of a complaint with the attorney general, or sooner if the attorney general assents in  
481 writing, and within 3 years after the violation, institute and prosecute in his own name and on his  
482 own behalf, or for himself and for others similarly situated, a civil action for injunctive relief, for  
483 any damages incurred, and for any lost wages and other benefits pursuant to section 150 of  
484 chapter 149. An employee so aggrieved who prevails in such an action shall be awarded treble  
485 damages, as liquidated damages, for any lost wages and other benefits and shall also be awarded  
486 the costs of the litigation and reasonable attorneys' fees.

487 SECTION 9. Section 2 of chapter 23J of the General Laws, as appearing in the 2022  
488 Official Edition, is hereby amended by striking out the number "15" and inserting in place  
489 thereof the number:- 19

490 SECTION 10. Said section 2 of said chapter 23J of the General Laws, as so appearing, is  
491 hereby further amended by striking out the words "1 of whom shall be a union representative", in  
492 line 60, and inserting in place thereof the following words:-

493 "1 of whom shall be a representative of employees in the gas utility sector appointed by  
494 the president of the Massachusetts AFL-CIO; 1 of whom shall be a representative of employees  
495 in the electric power generation sector appointed by the president of the Massachusetts AFL-  
496 CIO; 1 of whom shall be the president of the Massachusetts AFL-CIO, or their designee; 1 of  
497 whom shall be the president of the Massachusetts Building Trades Council, or their designee; 1  
498 of whom shall be a union representative"

499 SECTION 11. Paragraph 27 of section 3 of said chapter 23J of the General Laws, as so  
500 appearing, is hereby amended by inserting after the words “clean energy industry” the following  
501 words:-

502 including, but not limited to, collaboration with state and federally licensed  
503 apprenticeship and pre-apprenticeship programs providing training in the commonwealth;

504 SECTION 12. Section 12 of chapter 23J of the General Laws, as so appearing, is hereby  
505 amended by adding the following new paragraphs:-

506 The center shall be subject to section 39M of chapter 30 and sections 44A to 44H,  
507 inclusive, of chapter 149 and shall comply with requirements applicable to an independent public  
508 authority for publication of contract information in the central register established pursuant to  
509 section 20A of chapter 9.

510 With regard to all clean energy and other climate change remediation construction  
511 projects funded, owned or leased by the commonwealth, including but not limited to the center,  
512 the commonwealth shall require that successful applicants, in collaboration with their contractors  
513 and subcontractors:

514 (i) Meet the workforce participation goals for the utilization of minority and women  
515 workers as required by section 44A(1)(G) of chapter 149, provided, however, that such goals  
516 shall be equal to or greater than the goals contained in the executive office for administration and  
517 finance Administration Bulletin Number 14, and incorporate data collection requirements  
518 contained in Administration Bulletin Number 17;

519 (ii) Participate in state or federally accredited apprenticeship programs that have  
520 graduated at least one apprentice in the last five years and utilize apprentices at a percentage set  
521 by the commonwealth as part of its current workforce development plan;

522 (iii) Bid all applicable construction, reconstruction, installation, and alteration work  
523 performed on the project under this section consistent with section 39M of chapter 30, section  
524 44A of chapter 149, and section 8 of chapter 149A;

525 (iv) Compensate all construction, reconstruction, installation, and alteration work  
526 performed under this section, at a minimum, in accordance with sections 26 to 27D, inclusive, of  
527 chapter 149; and

528 (v) Become signatory to a project labor agreement if such an agreement is selected as the  
529 project delivery method for the construction project by the contracting authority.

530 SECTION 13. Chapter 23J of the General Law, as so appearing, is hereby amended by  
531 adding the following section:-

532 Section 12. Clean Energy Workforce Development Plan

533 The Massachusetts clean energy technology center, in collaboration with the department  
534 of career services, shall develop and implement successive five-year clean energy workforce  
535 development plans for the commonwealth that includes outreach and recruitment into the clean  
536 energy industry for existing workers in fossil fuel intensive industries, as well as environmental  
537 justice populations and individuals living in municipalities at high risk for climate change within  
538 the commonwealth. The workforce development plans shall include:

539 (i) Development of technical assistance, grants, loans, and demonstration projects,  
540 facilitating the creation of construction, operations, and maintenance jobs in the clean energy  
541 industry;

542 (ii) Measures to expand training capacity for the clean energy industry, building upon the  
543 commonwealth's existing public and private workforce development facilities, including all state  
544 and federally certified apprenticeship programs, licensure, and degree programs;

545 (iii) Specific goals for the utilization of the residual workforce in fossil fuel intensive  
546 industries, as well as environmental justice populations and individuals living in municipalities at  
547 high risk for climate change within the commonwealth;

548 (iv) recommendations, programs, and technical assistance for the clean energy industry to  
549 ensure that the industry develops and maintains working terms and conditions for all workers  
550 employed therein; and

551 (v) requirements for minimum working conditions on clean energy projects owned,  
552 leased, or financed by the center through the renewable energy trust fund, or otherwise by the  
553 commonwealth, its departments, offices, agencies, and quasi-independent agencies.

554 The center will engage all stakeholders in the planning process, including but not limited  
555 to the union representatives of workers in fossil fuel industries and organizations serving  
556 environmental justice populations and individuals living in municipalities at high risk for climate  
557 change within the commonwealth. The center will coordinate their workforce development  
558 planning and research within the executive office of labor and workforce development's office of  
559 just transition.

SECTION 14. This act shall take effect on 1/1/2026.