



# Massachusetts Building Trades Unions

## Driving the Massachusetts Economy





# The Biggest Workforce in the State





# Built Right... by Union Members



# 75,000+

men and women are members of  
Massachusetts Building Trades Unions



MASSACHUSETTS  
GENERAL HOSPITAL



HARVARD  
John A. Paulson  
School of Engineering  
and Applied Sciences



Encore  
BOSTON HARBOR

VINEYARD  
WIND

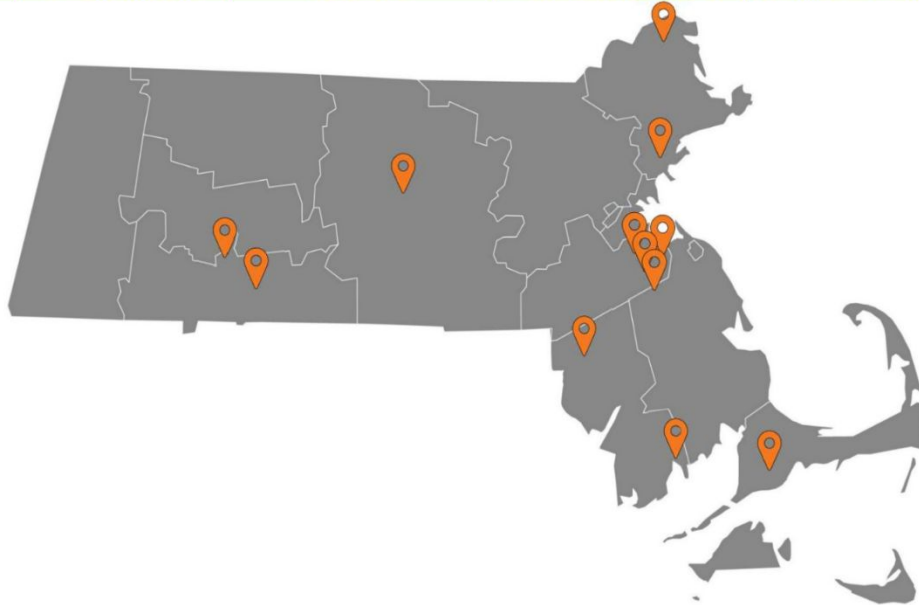
# Housing Investment Trust

**AFL-CIO**  
**HIT**

COMPETITIVE RETURNS  
UNION CONSTRUCTION JOBS  
HOUSING FINANCE

**HIT's Massachusetts Investments**  
*(Since Inception – 12/31/24)*

<b>61</b> Projects	<b>12</b> Cities Across Massachusetts	<b>\$991.5M</b> Invested or Allocated	<b>21.4M</b> Hours of Union Construction Work	<b>6,782</b> Units of Housing (90% affordable)	<b>\$5.5B</b> Total Economic Impact
-----------------------	---	---	---	--	---







# Massachusetts Building Trades Unions

## Supporting Healthier, More Secure Families



160,000

More than **160,000** children, spouses and workers are covered by Massachusetts Building Trades Unions health plans.



Massachusetts Building Trades Unions  
health plans paid out more than **\$400  
MILLION** in claims in 2024 to keep our  
members and families healthy.

Building Trades Unions' benefit  
funds managed over

**\$31 BILLION**

in assets in 2024.





# Massachusetts Building Trades Unions

## Investing in a World-Class workforce





# The Best-Trained Workforce Gets the Job Done Right

With over **40** training facilities across the Commonwealth, Building Trades Union members meet the highest standards for safety and excellence.



**On-time**



**On-budget**



**\$68,000,000**

**In 2024, MA Building Trades Unions invested more than  
\$68 million dollars in training.**







# 75%

**of registered apprentices in  
Massachusetts are union.**

(source: MA Division of Apprenticeship Standards)



# Massachusetts Building Trades Unions

## Leading the Way on Diversity and Inclusion





# Building Pathways, Expanding Opportunities

- **Pre-Apprenticeship targeting Women and People of Color with no prior construction experience**
- **Hands-on classroom and workshop training to become a qualified apprentice applicant**
  - Building Pathways (Greater Boston)
  - Building Pathways Worcester
  - Building Pathways South
  - Community Works (Serving West MA)



**BUILDING PATHWAYS**  
Building Trades Pre-Apprenticeship Program  
Greater Boston • Worcester-Fitchburg • South



**The number of women in union  
apprenticeship programs continues to grow.**

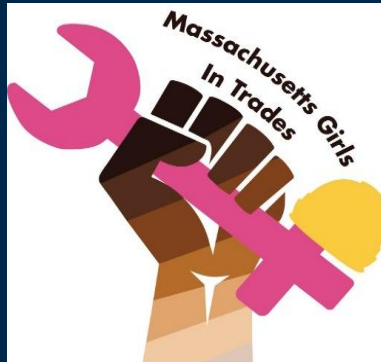
**In 2024, 11% of all Building  
Trades Union Apprentices are tradeswomen.**

(source: MA Division of Apprenticeship Standards)

**In 2024, the percentage of females in MA Voc. Tech construction-related programs was 20.61% (Source: MA DESE 2024)**



**East MA Girls in Trades Conference 2022,  
IBEW 103, Boston**



**West MA Girls in Trades  
Conference 2022: Dean  
Technical High School, Holyoke**



## The Boston Globe

### Hundreds of women in the construction industry gather for conference

By Laura Crimaldi October 8, 2022







**88%** of tradeswomen apprentices in Massachusetts are enrolled  
in **union apprenticeship programs**





**81%** of apprentices of color are enrolled in  
**union apprenticeships**



**Are You A Building Trades Union Member Who's Struggling?**

# RECOVERY

## YOUR UNION CAN HELP

**Treatment | Detox | Counseling | Peer-to-peer Support Meetings**

**NO STIGMA. NO SHAME. ONLY SOLIDARITY.**



**Take the first step:**  
**Visit [MassBuildingTrades.org/Recovery](https://MassBuildingTrades.org/Recovery)**



1,182



**Through Helmets to Hardhats, Massachusetts Building Trades Unions have placed over 1,182 veterans into union apprenticeships**

**MASSACHUSETTS BUILDING  
TRADES UNIONS**

DATE NOVEMBER 10<sup>th</sup>, 2022

PAY TO THE ORDER OF **HELMETS TO HARDHATS** \$ **71,750**

SEVENTY ONE THOUSAND SEVEN HUNDRED FIFTY AND XX/100 DOLLARS

DONATION



*Massachusetts Building Trades Unions*

LG

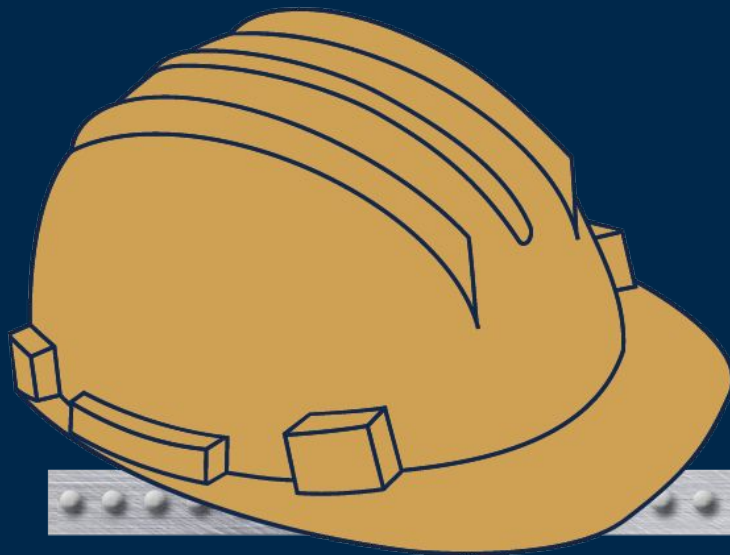




# WE GET THE JOB DONE RIGHT







# MBTU

MASSACHUSETTS BUILDING TRADES UNIONS