

LABOR DAY REPORT



ATTORNEY GENERAL ANDREA JOY CAMPBELL
2026 LABOR DAY REPORT





A NOTE FROM ATTORNEY GENERAL CAMPBELL

As I write this year's welcome note, one thing is clear: too many Massachusetts residents are working harder than ever just to make ends meet. Affordability remains one of the defining challenges facing families across our Commonwealth. Too many people are working hard every day but still struggling to keep up with the rising costs of housing, groceries, childcare, healthcare, transportation, and other everyday necessities. At the same time, decisions made by our federal administration have created new uncertainty for workers and families, making it even more important that states do everything they can to protect the people they serve.

When the federal government fails to protect working people, states must step up. This is what the Attorney General's Office has always done, and what I have strived to do throughout my time as your Attorney General. This past year, the attorneys, investigators, paralegals, hotline staff, and other members of the Fair Labor Division have continued to stand as steadfast protectors of workers' rights across the Commonwealth. They ensure workers are paid for every hour they work and receive the minimum wage and overtime they have earned. They protect young workers from exploitation, safeguard employees' rights to earned sick time, and enforce the laws that ensure every worker is treated fairly and with dignity on the job.

The numbers speak for themselves: Since the last Labor Day Report, the Fair Labor Division has taken more than **1,200** enforcement actions affecting **16,410** workers. They have assessed more than **\$8 million** in wage restitution owed to those workers and more than **\$4.6 million** in civil penalties. But the numbers tell only part of the story. Every one of those workers showed up, did their job, and earned their paycheck. Those wages help families pay the rent or mortgage, put food on the table, cover childcare costs, fill the gas tank, and support local businesses in communities across Massachusetts. Every dollar of wages recovered strengthens not only a family's financial security but also our state's economy.

At a time when residents continue to feel the strain of high costs and economic security, we cannot afford to let even one worker be deprived of the wages they have rightfully earned. Protecting workers' paychecks is one of the most direct ways we can help make Massachusetts more affordable while ensuring honest employers are not undercut by those who break the law. And as many workers – including immigrant workers – continue to face fear and uncertainty, we remain committed to protecting the rights of every worker in Massachusetts and ensuring our labor laws are enforced fairly and consistently.

The stakes are high, and the work of the Attorney General's Office, including the Fair Labor Division, has never been more important. I am incredibly proud of the dedicated public servants who fight every day to protect workers. I invite you to read this report and join me in celebrating their accomplishments over the past year and their unwavering commitment to protecting every worker in Massachusetts.

With tremendous gratitude,

A handwritten signature in black ink, appearing to read 'AJC', written in a cursive, flowing style.

Andrea Joy Campbell
Massachusetts Attorney General



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OUR YEAR BY THE NUMBERS

1,292 ENFORCEMENTS

16,410 WORKERS
IMPACTED

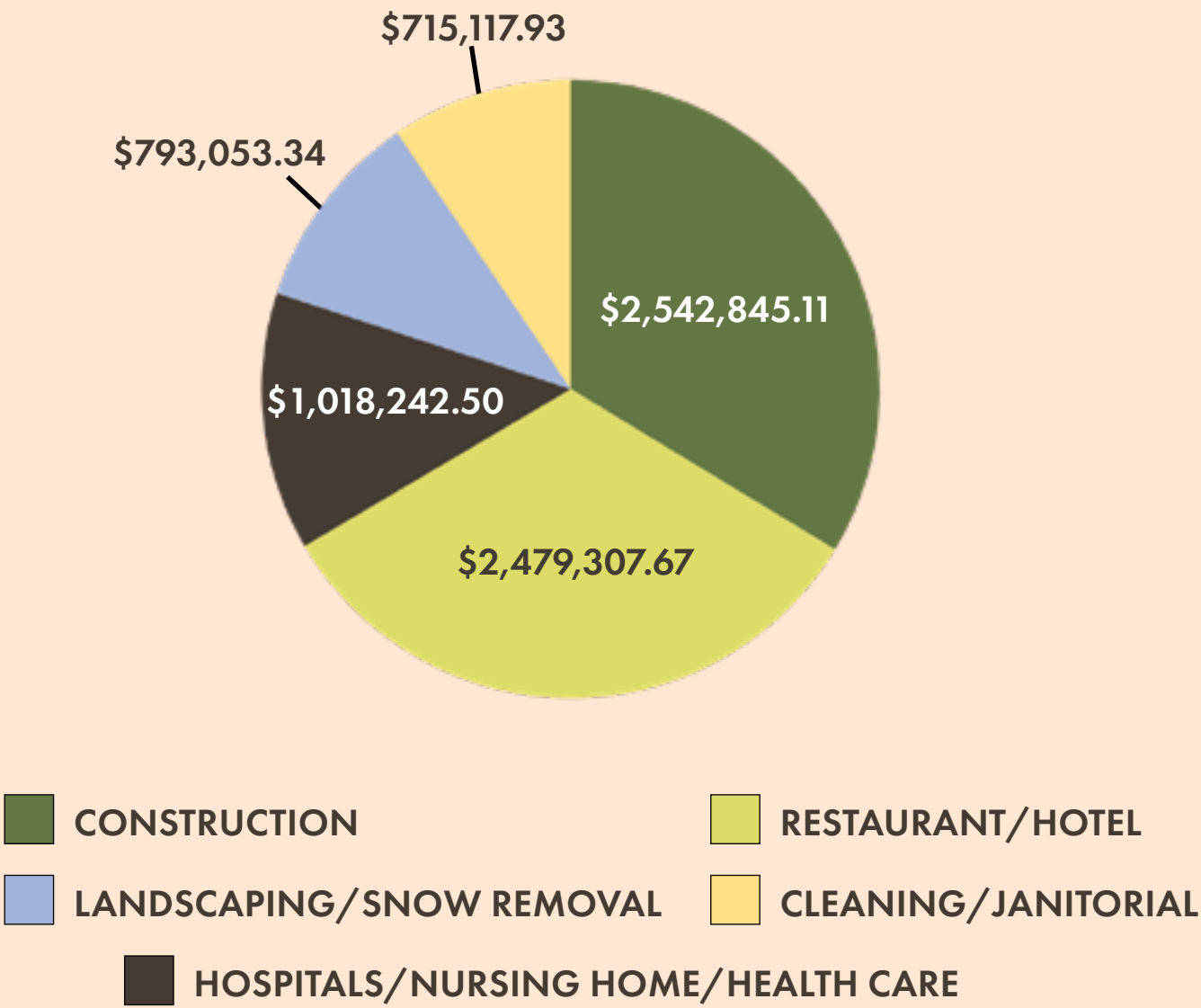
TOTAL AMOUNT ASSESSED:
\$ 12,687,655.50

RESTITUTION: **\$8,020,241.61**



PENALTIES: **\$4,666,678.89**

TOP FIVE ENFORCEMENT AMOUNTS BY INDUSTRY



TOP TEN ENFORCEMENTS BY VIOLATION



The Brockton Workers Alliance is thankful to have Attorney General Andrea Joy Campbell serving as a champion for the people of Massachusetts. Her dedication to supporting working families and responsible businesses, elevating labor safeguards for our most vulnerable neighbors, and defending civil liberties is unparalleled. Her commitment to the public good remains essential to protecting our communities, and we are grateful for our partnership with the Fair Labor Division.”

— Isabel Lopez, Director, Brockton Workers Alliance



PROTECTING AND EMPOWERING YOUNG WORKERS

The Attorney General's Office is deeply committed to ensuring the safety and success of minors in the workforce. By actively investigating complaints and taking enforcement actions, Fair Labor proudly protects young workers as they balance their education with valuable career experience. This year, Fair Labor successfully stepped up its efforts, issuing **183** child labor citations and securing over **\$1.1 million** in penalties to guarantee fair workplaces. Alongside these vital protections, Fair Labor empowers the community through educational outreach that teaches young workers how to stay safe and thrive as they enter the workforce.

ENFORCEMENT HIGHLIGHTS

Fair Labor resolved allegations of child labor violations against several businesses in Massachusetts doing business as **Skyzone**. As a result of the investigation, Fair Labor issued penalties totaling nearly **\$100,000** for violations which included failing to obtain work permits, employment of minors beyond permissible hours and meal break violations.

Fair Labor settled a matter with **Marylou's Coffee** for multiple violations of the child labor laws, including employment of minors beyond the latest permissible hours and employing minors beyond the daily limit. As a result of the investigation, Marylou's Coffee agreed to pay **\$200,000** in penalties.

Fair Labor also settled a matter with Cadete Enterprises, Inc, a **Dunkin** franchisee which operated **62** Dunkin' locations across southeastern Massachusetts, for multiple violations of the child labor laws, including hours and supervision violations. In order to resolve the allegations, the employer agreed to pay more than **\$132,000** in penalties.

“ Our child labor laws exist to protect young workers as they gain valuable experience, ensuring their safety, education, and well-being always come first. Every young person deserves the opportunity to learn, grow, and succeed in a safe workplace. My office will continue to enforce these laws to protect young people while helping employers understand their responsibilities and create safe, lawful workplaces across the Commonwealth. ”

— Attorney General Andrea Joy Campbell

HEALTHY SUMMER YOUTH JOBS PROGRAM

Created in 2015, the Healthy Summer Youth Jobs program has provided over **1,600** young people across the state with an opportunity to positively impact public health in their communities and gain important on-the-job skills.

The annual grant program uses funds received by the AG’s Office through health care and child labor settlements to provide grants to fund health-focused employment for young people. These grants fund jobs across Massachusetts - in cities and towns, government offices, and non-profit organizations.

To date, the AG’s Office has provided more than **\$3.8 million** in funding through **743** grants to **225** organizations in **100** cities and towns across the state. The resulting jobs have addressed important community needs such as food security, intergenerational wellness, and local conservation efforts.



CONSTRUCTION

The construction industry remains a top enforcement priority for Fair Labor because protecting workers and ensuring a level playing field for law-abiding employers go hand in hand. Fair Labor is dedicated to upholding high workplace standards and ensuring that Massachusetts remains a safe and fair place for workers and responsible employers, alike. Through robust enforcement and proactive community engagement, Fair Labor successfully champions fair play and protects worker rights throughout the Commonwealth. As part of this effort, Fair Labor assessed over **\$2.5 million** in restitution and penalties related to investigations in the construction industry. Fair Labor Division's enforcement actions entitle over **1,300** employees to restitution payments.

In addition to enforcement, a dedicated, multilingual investigative team continues to conduct unannounced compliance visits to active construction sites throughout the Commonwealth with the goal of ensuring a continuous and supportive presence in the field. This field team visited **37** construction sites this year, successfully engaging over **160** employers and nearly **400** workers to provide direct guidance on state wage and hour laws. Furthermore, Fair Labor strengthens its impact through interagency collaboration by referring **136** matters to the Massachusetts Council on the Underground Economy (CUE). This partnership of agencies shares information and coordinates targeted actions to eliminate worker misclassification and foster an equitable economic environment.

ENFORCEMENT HIGHLIGHTS

Fair Labor investigated a complaint that was referred by the North Atlantic States Regional Council of Carpenters alleging that **Master Millwork**, a West Wareham company that specializes in the manufacturing and installation of custom cabinets and millwork, was not paying workers properly. The investigation revealed that the company failed to properly pay overtime and misclassified workers as independent contractors. As a result of the investigation, Master Millwork agreed to pay over **\$280,000** in restitution and penalties.

After a visit by Fair Labor's Construction Field Team to a construction worksite, Fair Labor conducted a full investigation and issued five citations totaling over **\$218,000** to **Donizetti's Tile Services, Inc.** for failure to pay overtime, failure to furnish suitable pay slips, misclassification of employees as independent contractors, failure to permit employees to earn and use sick time, and failure to keep true and accurate pay roll records. The violations impacted **14** employees.

Fair Labor investigated a complaint that was referred by the Laborers' Union Local 175 that alleged Leominster based **SUR Construction** failed to properly pay employees. As a result of the investigation, SUR was required to pay over **\$200,000** in restitution and penalties.

// Many who come into the construction industry aren't aware of their rights or how to pursue justice when an employer exploits them. They fall victim to wage theft, dangerous conditions, misclassification, and intimidation. It's not fair to them, but also hurts honest companies in our competitive bid industry and, by extension, their employees. Our workers and our communities suffer. The efforts of the Attorney General's office play an important role in providing justice to workers and a warning to companies who think exploiting workers is an acceptable business model."

— Noel Xavier, Organizing Director,
North Atlantic States Regional Council of
Carpenters

HEALTH CARE

Health care workers provide essential care to Massachusetts residents every day, and they deserve to be paid fairly and protected on the job. This year, Fair Labor conducted **81** enforcement actions in the health care sector, totaling over **\$1 million** in assessed penalties and restitution. Fair Labor will continue to hold employers accountable, protect the rights of health care workers, and support a strong, fair health care workforce that serves communities across the Commonwealth.

ENFORCEMENT HIGHLIGHTS

Excelled Care Corp. is a home health agency based in Lexington. After receiving a complaint from the Brazilian Women's Group on behalf of employees, Fair Labor discovered that the employer was misclassifying employees as independent contractors and denying them access to paid sick leave. As a result of the investigation, the employer agreed to pay nearly **\$74,000** in restitution to **25** employees, and penalties.

Excel Nursing Services, Inc., a health care staffing and home care agency serving the Western Massachusetts community, failed to pay workers timely for mandatory training hours. As a result of the enforcement, the employer paid restitution and penalties totaling nearly **\$215,000** and over **100** employees received pay.



INDEPENDENT CONTRACTOR MISCLASSIFICATION

Combating worker misclassification remains one of Fair Labor's highest enforcement priorities. Across all industries, and particularly within construction, the gig economy, temporary work, and cleaning services, some employers continue to cut corners by falsely classifying employees as independent contractors. This illegal practice shifts financial burdens onto honest businesses, exploits workers, and drains vital community resources. By stripping workers of their employee status, non-compliant employers deny them basic workplace rights, including guaranteed minimum wage, overtime pay, timely compensation, accrued sick leave, employer retaliation protections, and essential benefits. In the past year, Fair Labor has taken action against nearly **60** employers who misclassified workers. Enforcement for misclassification totaled over **\$2.1 million** in restitution and penalties and impacted **1,500** workers.

ENFORCEMENT HIGHLIGHTS

As part of the ongoing efforts to address misclassification of workers in the Commonwealth, Fair Labor reached a settlement with online grocery-delivery companies **Weee!** to resolve allegations that Weee! violated the Massachusetts independent contractor and earned sick time laws. As part of the settlement, Weee! paid over **\$865,000** in citations, including restitution for over **160** impacted workers and penalties.

In another matter, Fair Labor issued citations totaling nearly **\$420,000** in restitution and penalties against a cleaning/janitorial company based out of Beverly called **Advanced Maintenance Solutions, Inc.** The related investigation revealed the company failed to pay overtime, failed to comply with the state's earned sick time law and misclassified employees as independent contractors.

// When employers illegally misclassify workers and prevent them from accessing crucial employee protections, such as the right to earn and use sick time to care for themselves and their families, vulnerable workers are unfairly harmed and exploited. My office will continue to enforce our laws to protect and empower workers, reminding employers that Massachusetts is serious about protecting workers' rights."

— Attorney General Andrea Joy
Campbell

LABOR TRAFFICKING

Fair Labor continues to play a leading role in the Commonwealth's efforts to combat labor trafficking. Labor trafficking occurs when an individual is compelled to work through force, fraud, or coercion. Traffickers may use threats of physical harm, financial harm, immigration-related intimidation, confiscation of identity or immigration documents, or other forms of coercion to exploit workers and deprive them of their freedom.

Massachusetts law prohibits labor trafficking and holds accountable both those who force individuals to work under these conditions and those who knowingly benefit from their labor. Individuals found responsible may face significant criminal penalties, including imprisonment and fines.

Fair Labor works closely with law enforcement, prosecutors, and community partners to identify labor trafficking, support victims, and hold traffickers accountable.

In addition to screening and investigating tips, complaints, referrals and building cases for prosecution, Fair Labor continued multi-year work to advance awareness of the crime including new initiatives with stalwart partners. These initiatives included the development of multilingual forced services indicator cards as part of the Commonwealth's Anti Trafficking Task Force. The cards are being distributed to municipal police departments and local code enforcement offices to help them identify a forced services situation. In a related project, the AGO re-vamped its RESULT web tool to help investigators identify potential labor trafficking under Massachusetts law. Users can Recognize and Evaluate Signs to Uncover Labor Trafficking by visiting mass.gov/ago/result.

As part of intergovernmental collaboration, Fair Labor took a lead role in co-chairing the Labor Trafficking Subcommittee of the Governor's Council to Address Sexual Assault, Domestic Violence, and Human Trafficking. In 2023 through executive order, Governor Maura Healey reaffirmed and reconstituted the council with an expanded mandate to address human trafficking. A labor trafficking sub-subcommittee of the Human Trafficking Subcommittee was convened, and in the spring of 2026, the committee issued recommendations to better address our collective response to eradicate forced services and meet the needs of survivors so they can thrive after exiting their situation.

NATIONAL ADVOCACY

Fair Labor continued to serve as a leader in the fight for workplace justice by partnering with enforcement authorities in other states to protect workers' rights across the country. As federal actions have created new uncertainty for working people and threatened long-standing labor protections, Fair Labor has used the collective strength of state partnerships to defend essential rights, protect vulnerable workers, and uphold the standards that help ensure fairness in workplaces across Massachusetts and beyond. These efforts include:

Defending Workplace Safety: Fair Labor submitted a multi-state comment opposing a Trump Administration proposed federal rule that would sharply limit the United States Occupational Safety and Health Administration's (OSHA) ability to hold employers accountable for known hazards in inherently risky professions.

Protecting Agricultural Workers: Fair Labor, along with 18 attorneys general nationwide, submitted a comment letter opposing the Trump Administration's efforts to roll back regulatory protections for temporary agricultural workers under the H-2A visa program.

Upholding Equitable Training: Fair Labor joined a coalition of state attorneys general by submitting a comment letter in opposition to a proposed USDOL rule change that would control how states are able to ensure apprenticeship programs provide equal opportunities for applicants.

Safeguarding Collective Bargaining: Fair Labor joined a coalition of 23 attorneys general in filing an amicus brief in support of the American Federation of Government Employees' (AFGE) lawsuit defending the right of many federal employees to collectively bargain for better wages and working conditions, and to exercise their First Amendment rights to speech.

Shielding Domestic Labor: Fair Labor joined 22 other state Attorneys General in submitting a comment opposing proposed rulemaking by the U.S. Department of Labor. The comment argued that the proposed regulatory changes would harm workers and increase the burden on states by eliminating federal minimum wage and overtime protections for millions of domestic service employees as well as eliminate protections for home health care workers who are employed by agencies to care for individuals at home.

Combating Worker Misclassification: Fair Labor worked with other state attorneys general to fight the Trump Administration's proposed rules that are intended to weaken independent contractor and joint-employer accountability frameworks.



RESTAURANTS

In FY26, Fair Labor issued nearly **400** citations and assessed almost **\$2.5 million** in the restaurant and hospitality sectors. This enforcement effort impacted over **3,400** workers in these industries, particularly workers who rely on customers' tips to earn at least the minimum wage. Fair Labor continues to see overrepresentation by the hospitality sector in wage and hour complaints and violations and will continue to prioritize this industry to protect its workers from exploitation.

ENFORCEMENT HIGHLIGHTS

Carrie Nation and **The Dubliner** are two restaurants located in Boston's Beacon Hill neighborhood. After receiving a complaint that the businesses improperly failed to remit the total proceeds of service charges to service employees, Fair Labor investigated and ultimately cited the employers for tips violations. As a result of the citations, the employers paid a total of **\$422,000** in restitution and penalties.

After a worker alerted Fair Labor to their employer's practice of issuing post-dated checks, Fair Labor investigated **Knight Food Service Inc. d/b/a Subway** for wage and hour violations. At the conclusion of the investigation, the employer was issued multiple citations totaling nearly **\$74,000** for violations of the state's tips, timely pay, earned sick time, independent contractor misclassification, child labor and record keeping statutes.

Fair Labor investigated reported child labor violations by **Hogan Five, Inc., Hogan's of Newburyport, LLC, and RTH Management Co. LLC d/b/a McDonald's**. Fair Labor's investigation revealed the employer failed to obtain work permits as required, employees were not permitted to take a statutory 30-minute meal break, minors worked after 8PM without adult supervision, minors were required to work later than permitted, and minors worked more weekly hours than allowed by statute. The employer was issued five citations totaling **\$55,420**.

OTHER CIVIL ENFORCEMENT HIGHLIGHTS



Fair Labor issued citations totaling over **\$226,000** against **W&E Landscaping and Painting, Inc.**, a landscaping and painting company based in Marlborough, MA. The citations address findings that the company failed to pay the proper overtime rate to employees who worked more than 40 hours a week, failed to furnish records to the Attorney General and failed to pay employees timely. As a result of the citations, **63** employees are entitled to receive restitution payments.

Fair Labor issued citations against **Gulph Creek Hotels, Inc.** and **SCSS, Inc.**, a Pennsylvania based staffing agency, and **All Star Hospitality, LLC**, a Peabody based staffing agency who were hired to perform maintenance and cleaning work at a Newton based hotel. The investigation revealed several violations of wage and hour laws, including minimum wage, overtime and recordkeeping. As a result of the citations, the companies will pay nearly **\$300,000** in restitution and penalties.

Fair Labor issued citations totaling nearly **\$350,000** against East Sandwich based businesses **Golden Gates Landscaping, The Sisters Maid Cleaning, Inc.** and **We Do It All Trash & Laundry Services, Inc.** for failing to make timely payment of wages to employees, failing to comply with the earned sick time law, misclassifying employees as independent contractors, failing to pay overtime and various record keeping laws. As a result of the citations, the company was required to pay restitution to hundreds of affected employees.

Cambridge wholesale bakery, **Central Bakery, Inc.**, agreed to pay nearly **\$300,000** in restitution and penalties to **24** employees for failing to keep true and accurate payroll records, failure to make timely payment of wages and violations of the overtime and sick time laws.

PROTECTING IMMIGRANT COMMUNITIES



Massachusetts has been a national leader in protecting immigrant communities from federal actions that threaten the rights and personal safety of tens of thousands of immigrants in our state. More than 20 percent of Massachusetts' workforce is foreign-born and they contribute nearly \$52 billion to our economy. Immigrant workers care our elders, provide essential services to people with disabilities so that they can live independently, educate our children, and build roads, bridges, and homes.

Despite their significant contributions to Massachusetts and our nation, the AGO has had to defend the rights of immigrants in the courts. In the last year, we have celebrated victories, like the Supreme Court's birthright citizenship decision [[Trump v. Barbara \(6/30/2026\)](#)] which affirmed the right of all persons born in the United States to US Citizenship, even if their parents are undocumented or temporary visitors. We recently mourned the loss of **Temporary Protected Status (TPS)** for tens of thousands of Massachusetts residents from Haiti and Syria [[Mullin v. Doe \(06/25/2026\)](#)]. The loss of TPS will put lives at risk and tear families apart. It will also devastate individuals and employers who rely on TPS holders for essential services to meet their daily living and healthcare needs.

The AGO has issued numerous guidance documents so that, win or lose, people know their legal rights and know that we are here to protect those rights whether they have legal immigration documents or not. Immigrants, irrespective of status, are legally protected from wage theft and civil rights violations, and children, irrespective of immigration status, are entitled to attend K-12 public school. For more information, go to mass.gov/ago/immigrantresources, or call FLD's Hotline: **(617) 727-3465**; Civil Rights' Hotline: **(617) 963-2917**; AGO Hotline: **(617) 727-8400**.

BID UNIT

The Fair Labor Division, through its Public Construction Bid Unit, enforces the competitive bidding laws governing the procurement of public construction in the Commonwealth and provides appellate review of contractor certification determinations rendered by the Division of Capital Asset Management and Maintenance.

NOTABLE DECISIONS

Last October, the Bid Unit heard a protest involving the interplay between the public bidding laws and statutory licensure requirements for contractors performing sheet metal work. In **Greenwood Industries, Inc. v. Town of Agawam**, Greenwood Industries alleged the low bidder—Gold Seal Roofing, LLC—did not have a sheet metal license as required at the time of bid pursuant to G.L. c. 112, § 239(b), and thus Gold Seal’s bid on the Town of Agawam’s Agawam High School project must be rejected. The Town and Gold Seal argued the work contemplated by the specifications was exempt from the statutory definition of sheet metal work and, alternatively, any requirement for a sheet metal license was satisfied by Gold Seal’s DCAMM certification in Roofing and Flashing. Deferring to the Division of Occupational Licensure for its controlling interpretation of the relevant statutory and regulatory provisions, the Bid Unit adopted the Division’s determination that sheet metal work, as defined by G.L. c. 112, § 237 was called for by the specifications and Gold Seal was required to have a license as a condition precedent to bidding. The decision clarified DCAMM certification does not obviate the need for a sheet metal license, as DCAMM certification applies only to public building construction whereas sheet metal licensing requirements apply to public and private projects alike. The Town was instructed to reject Gold Seal’s bid.

In **Foundation for Fair Contracting of Massachusetts and McCourt Construction Corp. v. City of Cambridge** the Bid Unit clarified when an awarding authority may rebid a project due to insufficient funds. The City was procuring certain renovation work in two parks estimated to cost \$7,000,000. The lowest bidder withdrew its bid due to its failure to abide by the specified 2% mobilization cap. Rather than evaluating McCourt’s now-lowest bid, the City rebid the Project. Internal correspondence obtained through a public records request showed the City rebid the Project to obtain “more competitive pricing.” This justification for a rebid was explicitly barred by *Petricca Const. Co. v. Commonwealth*, 37 Mass. App. Ct. 392 (1994). The City argued the \$7 million estimated cost of the project was a hard funding cap and cited the “insufficient funds” rationale for rebidding. However, the Bid Unit found no evidence the estimate was a cap on appropriated funds. The project was part of a larger improvement plan for which \$40,000,000 has been appropriated, tempering any traction of this argument. Additionally, much of the Project involved unit pricing, which foreclosed an “insufficient funds” argument, since the City could adjust the number of units to keep the cost below any true funding benchmark. The City was instructed to disregard the results of the rebid, and evaluate the prior ones in the usual course, starting with McCourt’s apparent now-lowest bid.

// The Foundation for Fair Contracting of Massachusetts (FFCM) is proud to have an Attorney General’s Office that strongly enforces fair labor standards, prevailing wage, and public construction bidding statutes to level the playing field for workers and law-abiding contractors. Attorney General Campbell and her Fair Labor Division have done an outstanding job protecting the construction industry. The FFCM is honored to partner with Attorney General Campbell in carrying out our mission to promote fair competition in the public construction industry by monitoring compliance with public bidding laws and the prevailing wage law, assistance to awarding authorities, contractors, and public construction workers in the Commonwealth of Massachusetts.”

— Karen G. Courtney Executive Director,
Foundation for Fair Contracting of Massachusetts

FAIR LABOR DIVISION OUTREACH

WAGE THEFT CLINIC

Fair Labor, along with colleagues in the Community Engagement Division, recently marked the 10-year anniversary of the Wage Theft Clinic. The clinic brings together community partners, private bar attorneys and workers with wage theft claims for regular events around the Commonwealth. This gives workers the opportunity to meet with an attorney about their complaint for free. There is the potential for the private bar attorney to take on the case and advocate for restitution, and multiple damages, on behalf of the worker. Clinics are regularly held in Boston, New Bedford, Worcester, Springfield and most recently in Brockton. Throughout the clinic's run, workers have reported at least **\$2.4 million** in have been recovered in owed wages, and the actual figure is undoubtedly much higher.

FAIR LABOR OFFICE HOURS

In a continuing effort to maintain a field presence within Massachusetts communities, to assist employers in complying with wage and hour laws, and to interact with workers about their rights in the workplace, Fair Labor, along with the Community Engagement Division, conducted two full-day Workplace Wage Rights and Responsibilities Office Hours in northeast and southeast MA in May. Fair Labor and Community Engagement had staff available at The Literacy Center in Attleboro and the Cambodian Mutual Assistance Association in Lowell to provide in-person assistance and answer questions about wage and hour laws. Based on the success of these events, we're planning for additional office hours in the fall in two other areas of the state.

COMPLIANCE ASSISTANCE

Fair Labor has always believed that essential components of any effective enforcement program are education and outreach. In addition to continuing to provide free, quarterly webinars about prevailing wage law compliance, Fair Labor teamed up with the Massachusetts Department of Labor Standards (DLS) in the Fall of 2025 and issued a joint letter to municipalities regarding their prevailing wage law obligations related to curbside trash and recycling pick-up in light of an Appeals Court decision in *Rego v. Allied Waste Services of Massachusetts, Mass. Appeals Court No. 2021-P-0227 (2022)*. Both DLS and Fair Labor observed potential non-compliance in municipal contracts for these services and determined that education from the two regulatory bodies was in order. A few months later, in the Winter of 2026, both agencies addressed long-standing confusion within the public contracting community over their prevailing wage obligations when certain procurement methods are used.

Thanks to the generosity of the Office of the Inspector General (OIG), the OIG published Fair Labor and DLS's "Prevailing Wage Misconceptions" piece to clarify when prevailing wage is required for work bid under M.G.L. c. 30B and projects using an Operational Services Division (OSD) Statewide Contract. Namely, that prevailing wage is required when there is an addition to or an alteration of a public building or public work, including on service or supply procurements that result in any construction work being performed under said contract.

FIFA

Massachusetts welcomed the 2026 FIFA World Cup in June and July. Amidst the celebrations on a world stage, Fair Labor took a proactive and vigilant role to protect the thousands of workers needed to make an event of this magnitude possible. Concerned about exploitation and trafficking, Fair Labor was a key collaborator in several working groups for law enforcement, public awareness, and survivor support. Fair Labor created and distributed a dedicated publication for World Cup contractors and vendors on compliance with Massachusetts Wage and Hour laws in five languages, as well as a recorded webinar in English, a live training for City of Boston employees, a webpage with important information and links to resources, and multi-day in-person outreach at the "FIFA Fan Festival" on City Hall Plaza in Boston, the largest sponsor organization gathering outside of where the matches were hosted at "Boston Stadium" in Foxborough.

