

Neilson Library Construction Labor

Smith College is committed to fair labor practices and has a long history of successful construction projects on campus utilizing a mix of union and non-union contractors. Such projects include the Schacht Center, Ford Hall, Campus Center, the Friedman Apartments, and the renovation of Cutter & Ziskind houses.

For Neilson, Smith has hired Shawmut Design and Construction as the construction manager for the project. This is the firm that will accomplish all construction work through the use of subcontractors. The selection process was based in large part on construction firms' past experience with similar projects and a high level of success in labor relations and fair practices.

- Shawmut is signatory to the local carpenters and laborers union, which means that all general laborer and carpentry work on Neilson will be performed by union workers.

- The Springfield local 108 carpenters and laborers union has been particularly focused on improving representation of women in the workforce, and this emphasis will carry into the Neilson project through their connection with Shawmut.

- Smith and Shawmut will establish a subcontractor prequalification process that will be used to determine which subcontractors will be invited to bid on the project. Criteria will include consideration of the subcontractors' experience in projects of similar scope, scale, and quality, as well as other labor-related factors such as safety, training, and apprenticeship programs.

The majority of the construction work will be bid in spring 2018, although some work will proceed in 2017.