



Massachusetts Bay
Transportation Authority

Employee Facility Modernization Program

April 2026

Purpose & Need

- Existing facilities are often dispersed, too small, temporary, and/or in bad condition
- Operations staffing has increased significantly in the past three years

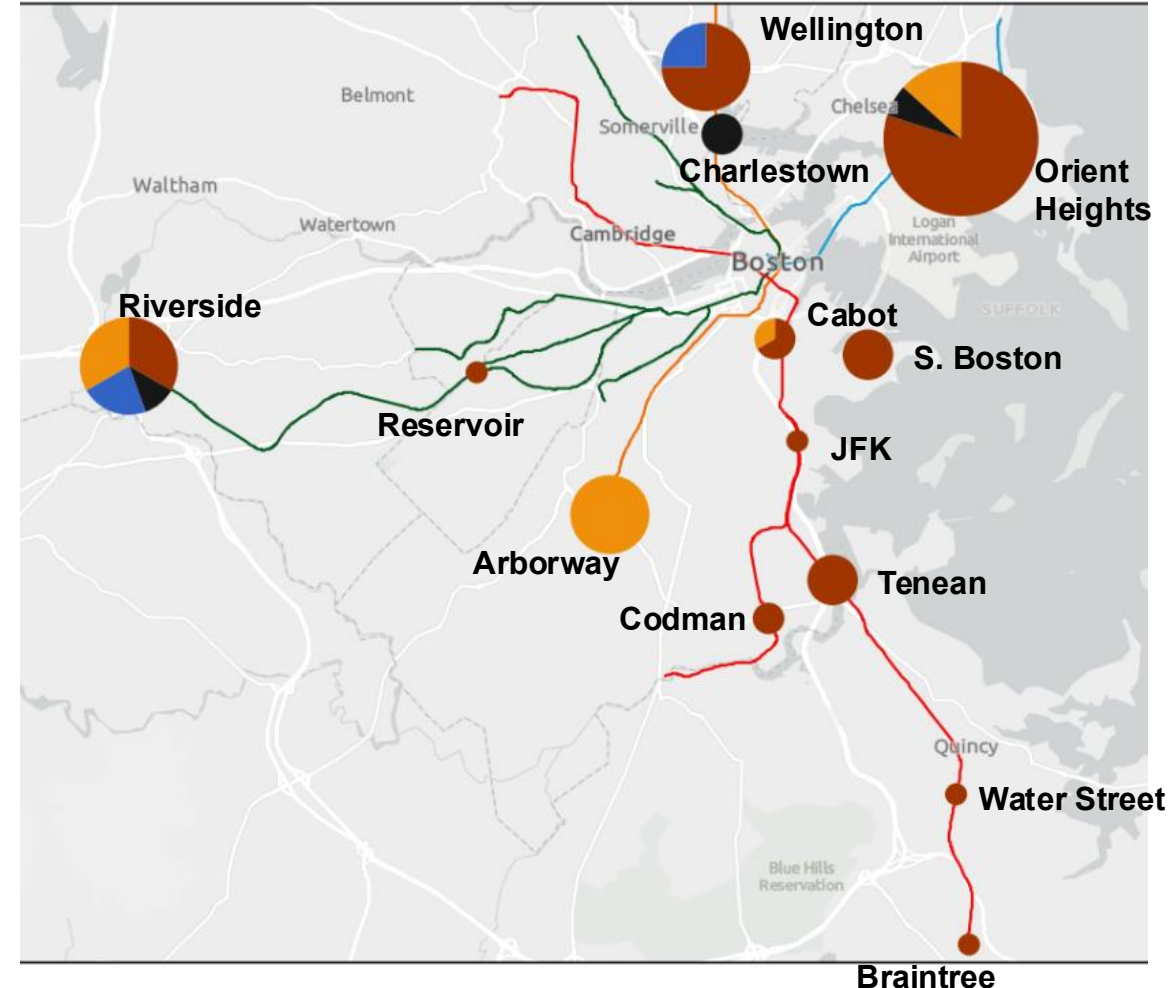
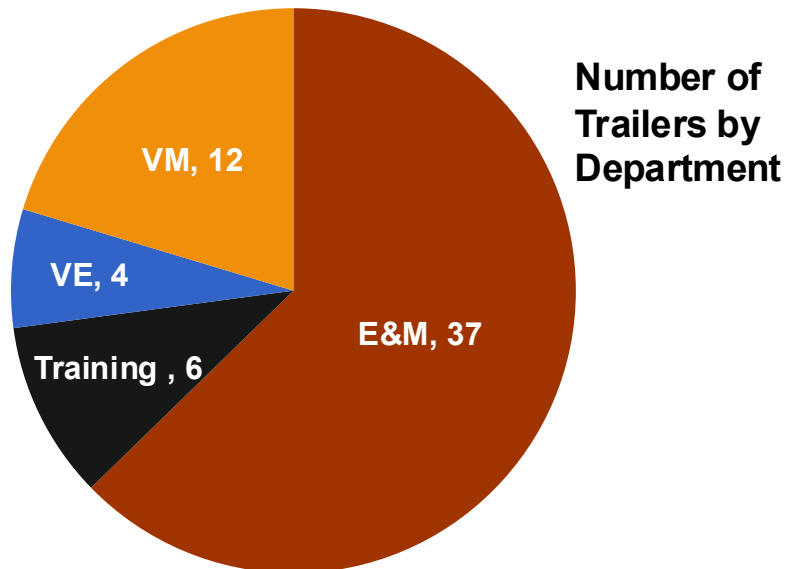
Building on Facilities Master Plan, our team is developing practical, implementable plans to meet operational needs for Engineering & Maintenance (E&M), Transportation, and Vehicle Maintenance



**Typical Trailers
Wellington**

State of the system

- At least 59 trailers systemwide
- 70% >10 years old – at least 16 trailers date back to the 1990s
- Safety hazards, OSHA violations
- Insufficient space for growing staff



Looks abandoned,
but isn't
JFK



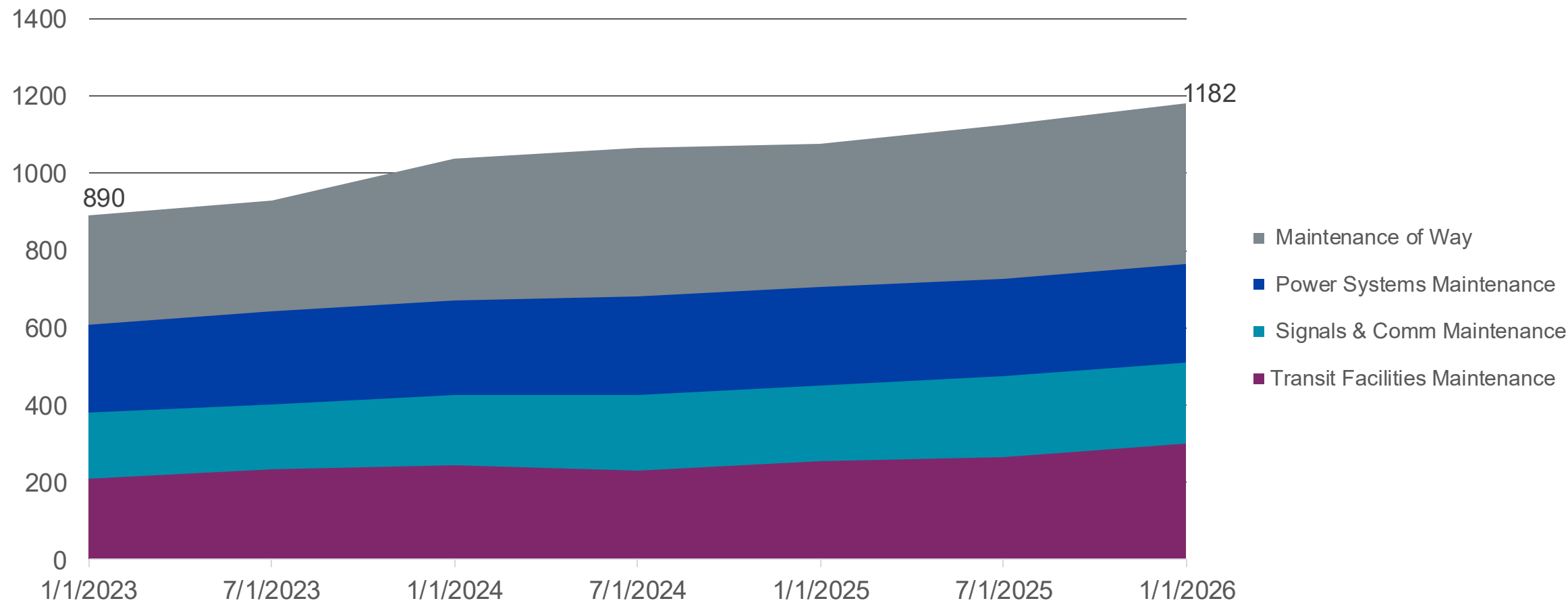
File Room / Men's Restroom
Riverside



**Storage within inches of
dynamic envelope**
Reservoir



E&M Staffing Levels



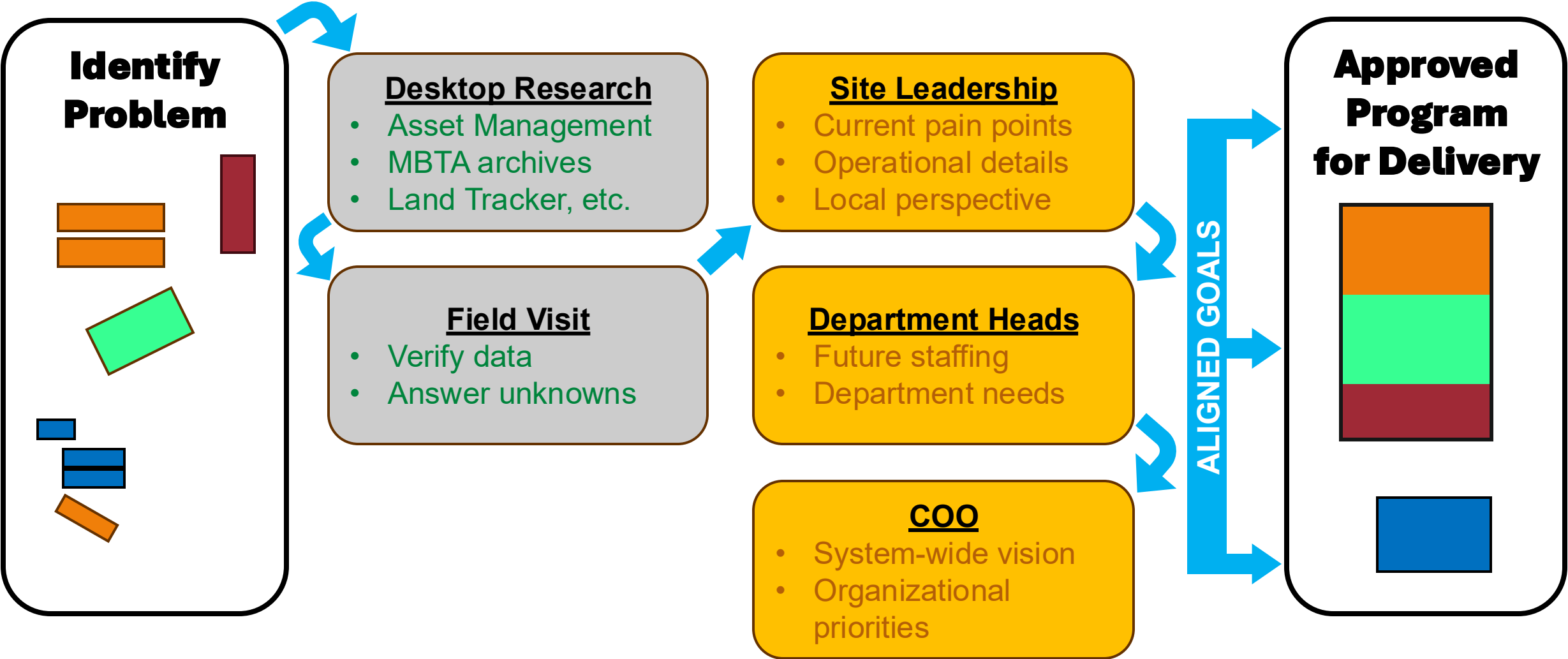
Benefits of Permanent, Modernized Space

- Addresses decrepit conditions for more than 600 employees
- Right-sizes spaces to meet operational needs
- Increases oversight and reduces fragmentation of reporting locations within a campus



A fate sealed with spray paint *Orient Heights*

Program Development



Strategies for Facility Modernization

1. Relocations to existing space
 2. New building construction
 3. Real Estate Acquisition (of land or existing building)
 4. Renovation (of Carhouse or other buildings)
- Phased implementation pending funding
 - Priorization based on benefits and constructability
 - Some trailers to stay to use on interim basis (snow, diversions, etc.)

Current Plan – Heavy Rail Lines

Existing Location	Depts.	Employees	Trailers	Plan	Status
Wellington	MOW Signals	100+	5	New Building on Site	Phase 1 Implementation
	Facilities	TBD	1	TBD	
Orient Heights (Campus Plan)	MOW Signals Power (Future)	100+	12	New Building on Site	Phase 1 Implementation
	VM (Training)	(tbd)	1	Renovation in Carhouse	Pending Funding
Cabot (Campus Plan)	VM (Admin, Training)	15	1	Renovation in Carhouse	Pending Funding
	Power MOW* Const. Logistics	100+	Approx. 6	Real Estate Acquisition + New Build at Von Hillern Street	Phase 2 – Pending Funding
JFK	Signals				
Tenean	MOW				
Codman	Transp. VM Signals (Future) Power	60	2	New Building on Site	Phase 1 Implementation
Braintree	Signals	12	1	Relocation	Complete



Current Plan – Light Rail, Bus, Systemwide

Existing Location	Depts.	Employees	Trailers	Plan	Status
Reservoir	MOW Signals* Power (Future)	100+	1	Real Estate Acquisition (TBD)	Evaluation of 2 site options for purchase
Riverside (Campus Plan)	Transp.* Op. Training VM*/VE	90 + 90 trainees (max per shift)	Approx. 7 + Eng. Building	New Building on Site	Phase 2 – Pending Funding
Arborway	Bus Maintenance + Operations*	1	1 +storage	Full Campus Replacement	Funded/Planning
S Boston Power Complex	Power	45	3	New Building on Site	Phase 1 Implementation
	Signals (Comms)	4	1	Relocation	
Water Street	Signals (Comms)	1-2	1	Relocation	
Charlestown/ Cobble Hill	E&M Training Others – TBD	TBD	2	TBD – Campus Plan forthcoming	

Relocations Provide Immediate Solutions

- Relocation to newly renovated, unused Parking Clerk Office



Signals Trailer for 9 people
Braintree



New Signals Building with Locker Room, Office, Bathroom
Braintree

New Buildings + New Real Estate: Line-Based Approach

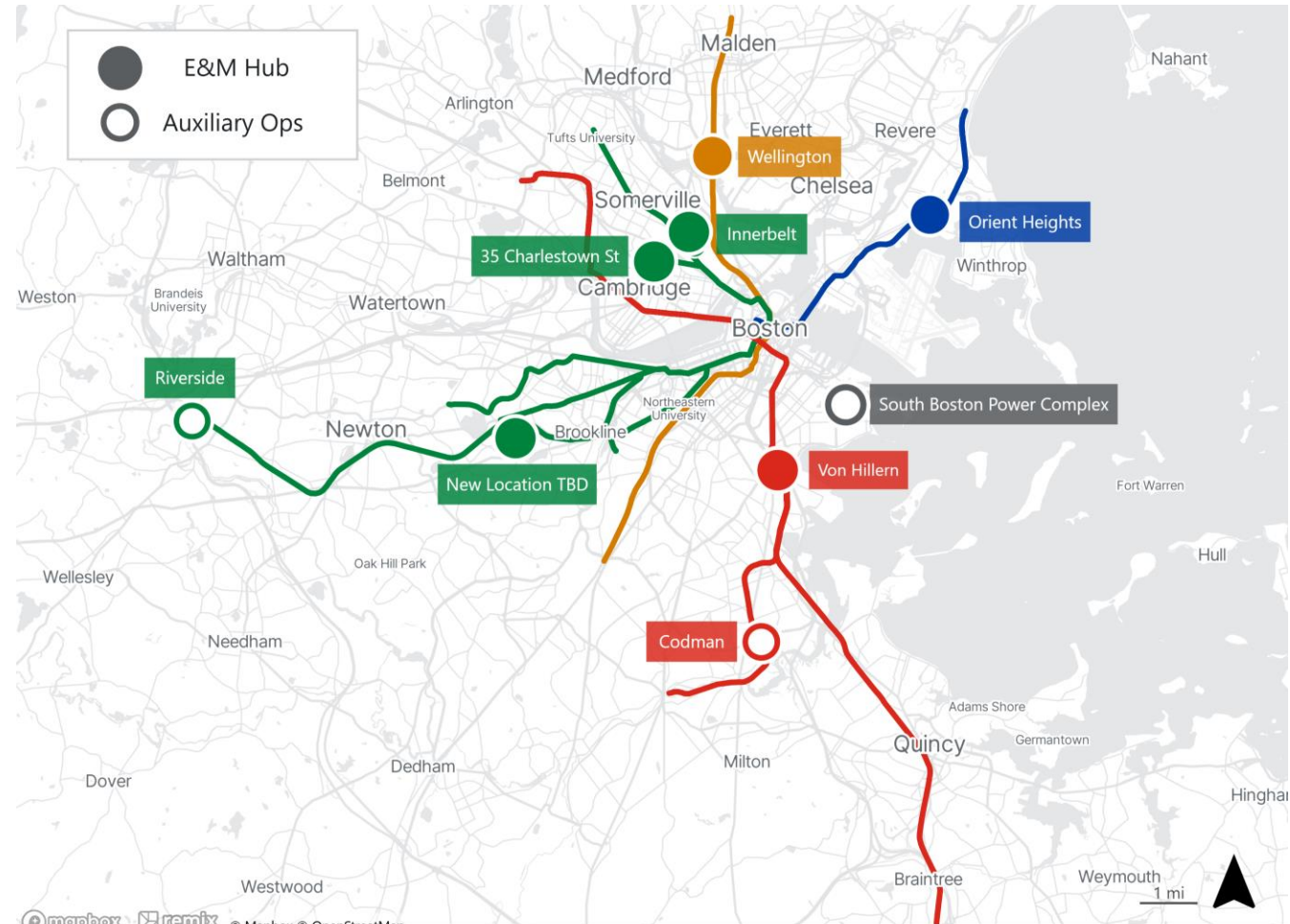
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E&M Hubs

- Single building reporting location for E&M crews (track, power, signals)
- Shared locker room/break room/office to increase efficiencies
- Workshop space for Signals
- Consolidated sheds for storage
- *Future steel wheel vehicle maintenance building*

Auxiliary Operations Buildings

- Reporting locations for smaller E&M crews, shared with Transportation, Training, and Vehicle Maintenance, typically at end of line

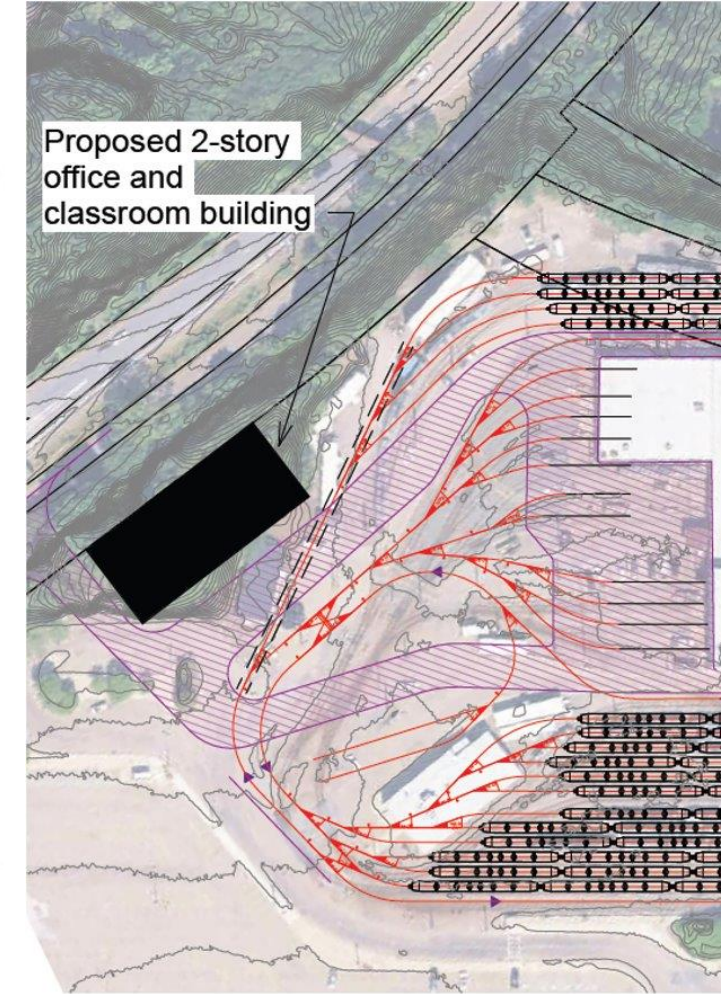
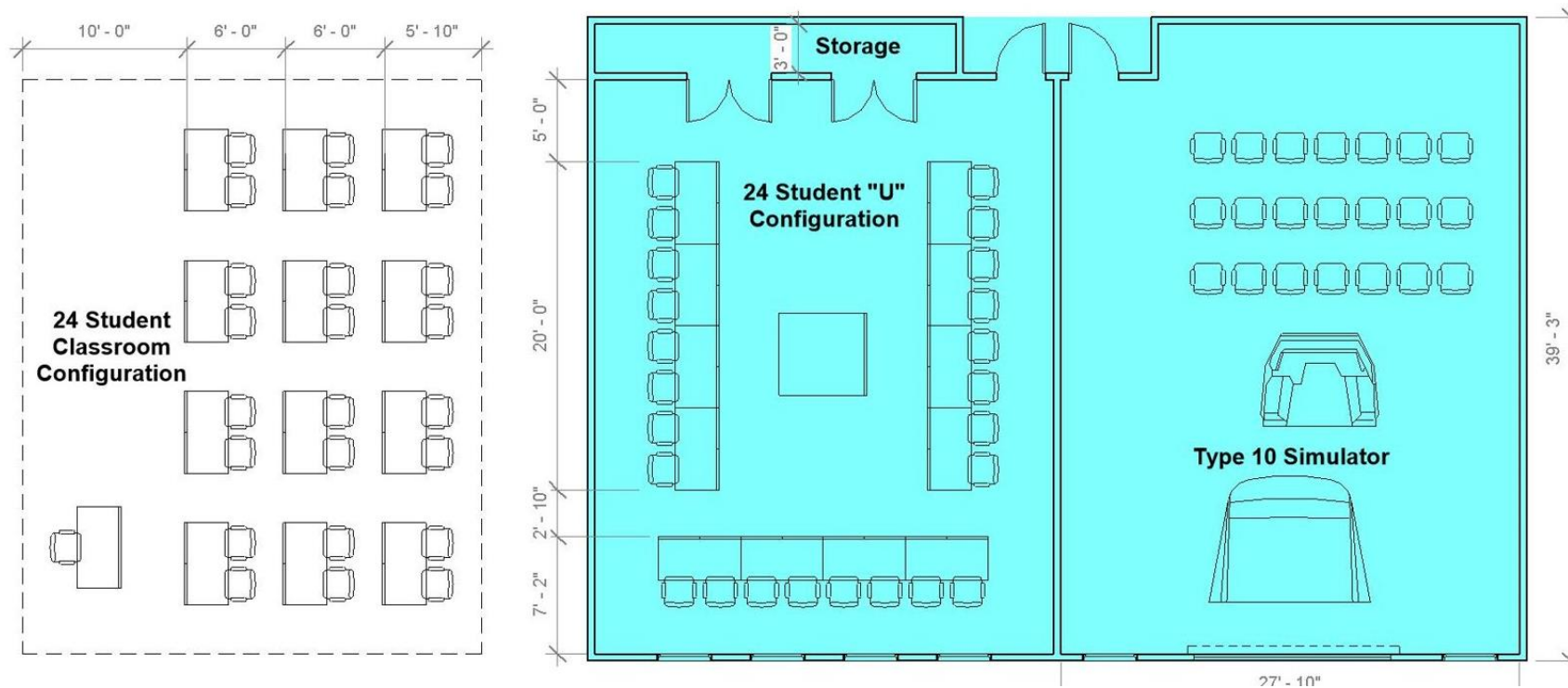


New Buildings – Program Development

- Build program and space requirements to generate size and budget
- Gather feedback and iterate

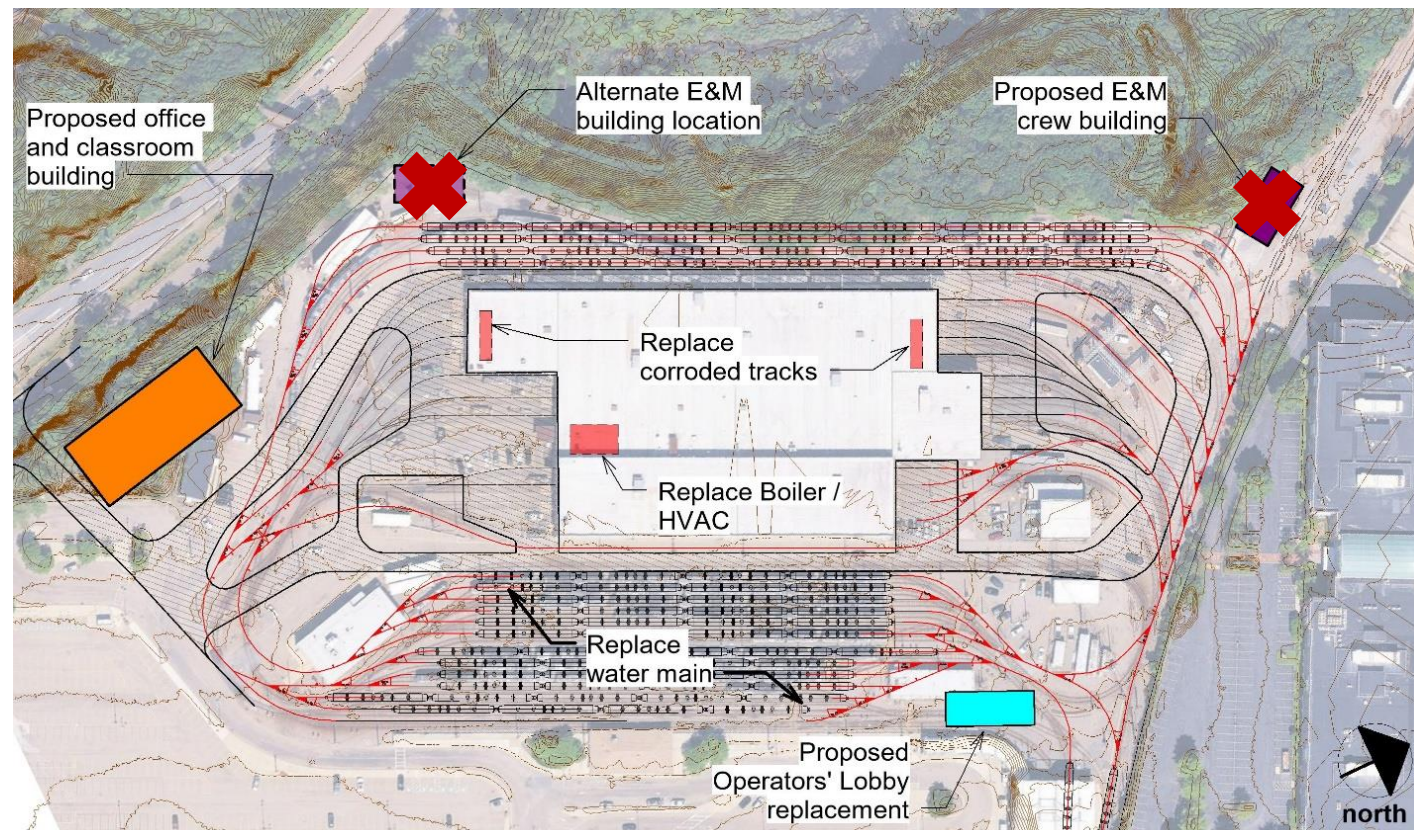
Signals	1	200	Storage for communications materials with access control. Chain link divider.	200
Employee Support				1,119
Break Room/Kitchenette				-
Signals	3	25	6 employees for Mattapan line, Max shift = 3; One breakroom to satisfy all needs with below	75
Transportation	3	25	1 yardmaster + 5 motorpersons; Max simultaneous break = 3	75
Vehicle Maintenance	6	25	1 foreperson + 5	150
PSM	2	25	Small break room usage	50
Bathroom				
Shared WC	2	70	15 max on-site employees	140
Shared Shower	2	50		100
Locker Room	59			
Signals	9	9	9 employees	81
Transportation	10	9	18 employees	162
Vehicle Maintenance	6	9	6 employees, 2 full-sized lockers each	54
PSM	16	9	16 employees	144
20% buffer for male/female flexibility	10	9	10 employees	88
Office / Classroom				1,525
Office				-
Transportation	1	225	1 Yardmaster office plus 5 seats	225
Vehicle Maintenance	1	120	1 Foreperson office	120
PSM	3	120	Engineer offices or 6'x6' cubicle	360
Cubicle/Desk space				-
Vehicle Maintenance	5	80	(5) 6' desks that can support computer tasks and also be used for benchwork.	400
PSM	3	70	(3) 6' desks with dividers for electrical forepersons	210
Signals	3	70	(3) 6' desks with dividers for signalpersons	210

New Buildings – Program Development



New Buildings – Challenging Sites

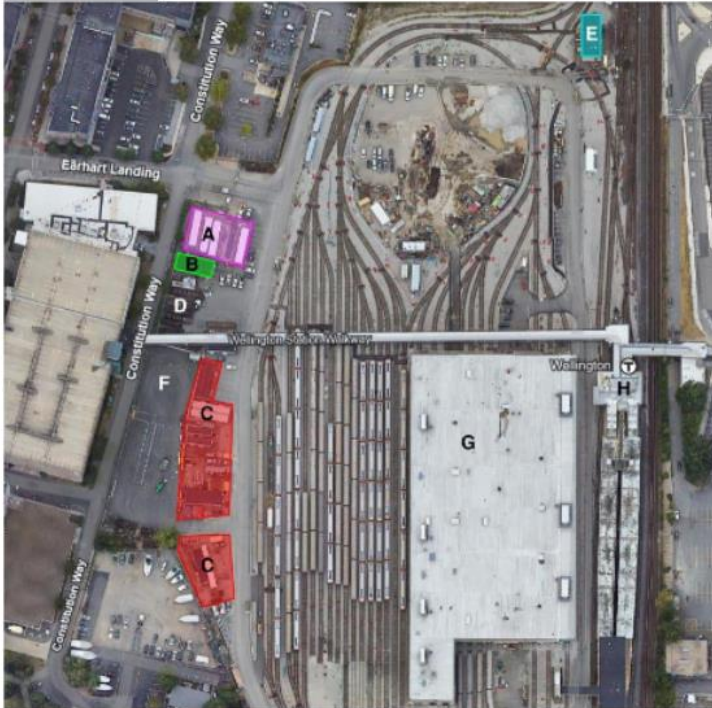
- Ongoing/planned projects further constrain opportunities for new buildings
- Campus Plan identified two new buildings for Riverside to optimize improvements
- Early design feasibility eliminated E&M location from Phase 1 Implementation
- Coordination with TOD/ Real Estate to ensure future Office/Training Building accounted for



New Buildings – Deliverables

Wellington

- **Project:** One new building and two new unconditioned storage sheds will combine and satisfy space needs for the Maintenance of Way (MOW) and Signals departments at Wellington Yard.
- **Existing Conditions**



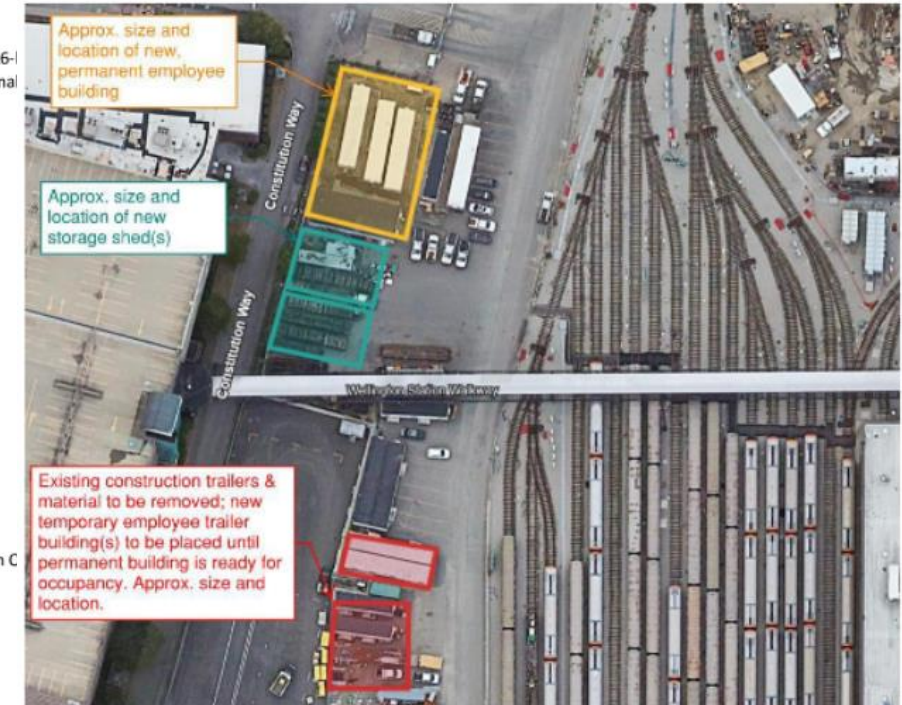
- The project building will contain all of the functions currently located in areas 'A' and 'B' (except as noted in bullet point a.i. below) and the Signals employees in area 'E'. The project storage sheds will replace the containerized storage described in 'D' below and the Signals storage in 'E'. All other functions are not within the scope of this project.
 - MOW currently occupies four single-wide trailer buildings near the main gate of the yard at area 'A' in the plan above.
 - Engineering and Maintenance (E&M) occupies one additional single-wide in area 'A' and will be relocated to a different site. That function's space is not in the scope of this project.

Building Space Requirements:

- Break Room and kitchenette
 - 1,700 square feet (approx.)
 - During a weather emergency event, staff huddle in this space during 16-hour shifts, often resting on cots. This use drives the size of the space. Normal use is expected to require less space.
 - May be used as circulation space
 - Includes space for two time clock kiosks
- Men's locker room
 - 110 full-size lockers (this number includes a buffer)
 - Includes 3-4 changing benches with space for boots underneath
 - Two showers, if possible
- Women's locker room
 - 23 full-size lockers (this number includes a buffer)
 - Includes a changing bench with space for boots underneath
 - One shower, if possible
- 8 bathroom stalls
 - Assumes a maximum of 80 employees using the building at any time
 - May be incorporated into locker rooms, but not required
 - Gender distribution to match locker distribution
 - Adjacent to Break Room
- 1 small Wellness Room appropriate for lactation
- 6 offices
 - 120 square feet each
 - 4 for MOW; 2 supervisors and 2 general forepersons; adjacent to Open Office
 - 2 for Signals; 2 supervisors; adjacent to Signals Shop or Open Office
- Open Office
 - (10) 6' desks with dividers

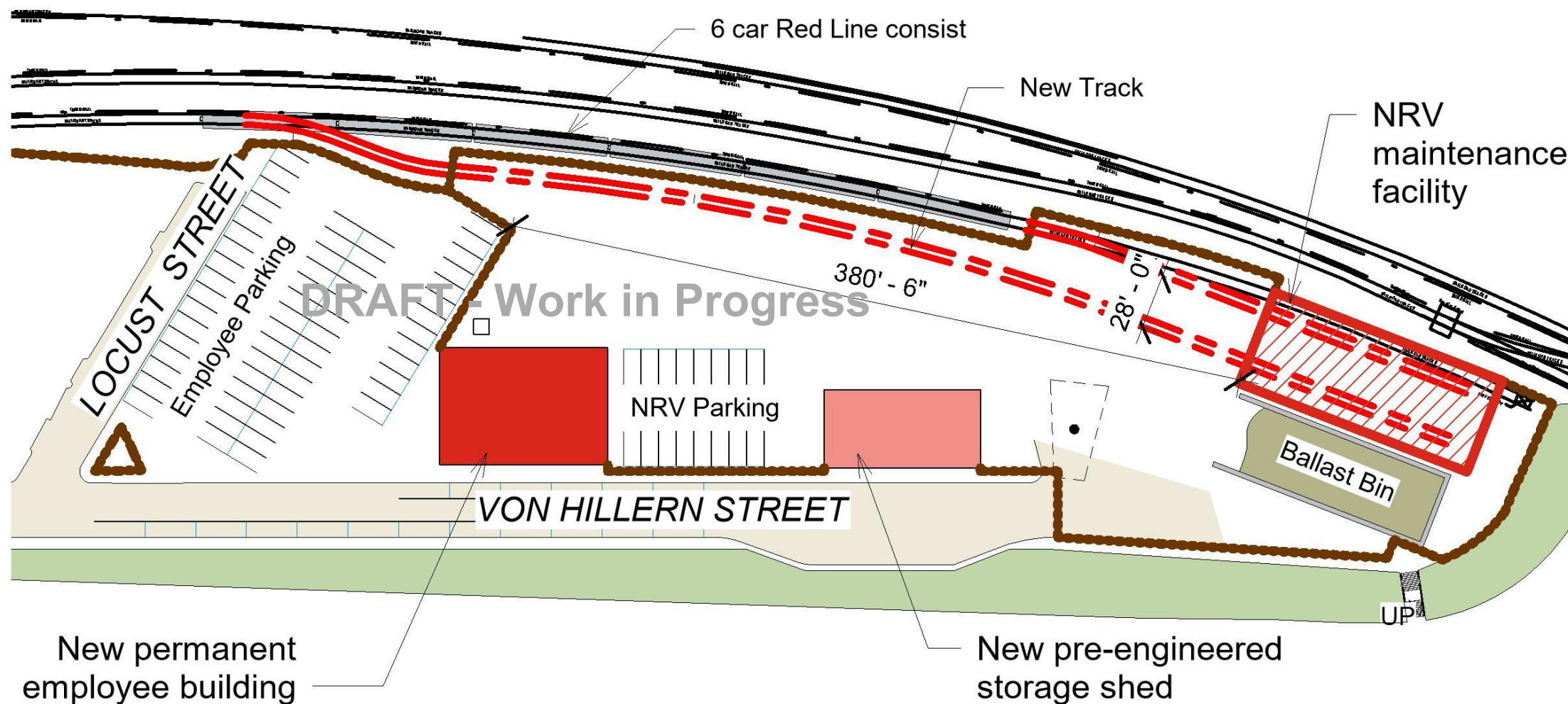
- Shared between Signals and MOW; inspectors and shift forepersons
- Signals Shop
 - Approx. 1,100 square feet total including 600 square feet storage space
 - Includes workspace for (6) 6' work benches
 - Consider 2nd entry direct access from outside, preferred but not required
- Tool storage closet
 - Coordinate space requirements with equipment list, to be provided by MOW department. Tools expected to be smaller and higher value than those stored in

Siting and Phasing:



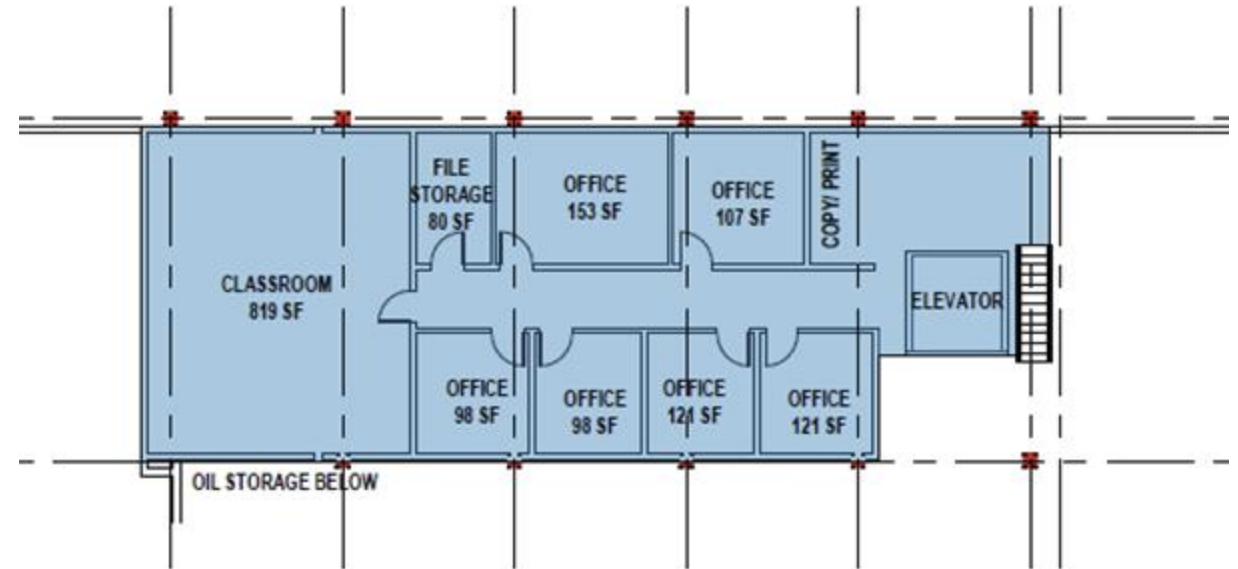
- It is preferred that the building replace the existing fence as the boundary of the site where it abuts the property line. The purpose is to conserve space in the yard by eliminating any setback and to create a secure pedestrian entrance from—and egress to—the street. A small sidewalk may be included to serve this new entrance/exit. The storage shed(s) should also abut the existing fence to conserve space in the yard but do not need to replace it and should not allow access from the street.
- To allow for construction of the new building and storage sheds, employees in the existing trailer buildings will be relocated to new temporary structures shown in red in the image above. These structures are not in the scope of this project. MOW tie fabrication and storage will be moved as well, either to the CDL course or inside the track loop. The Designer should coordinate laydown space available to the contractor before issuing bid documents.
- Construction of the project must allow the continued flow of vehicles and equipment

Real Estate Acquisition – Prelim Site Plan



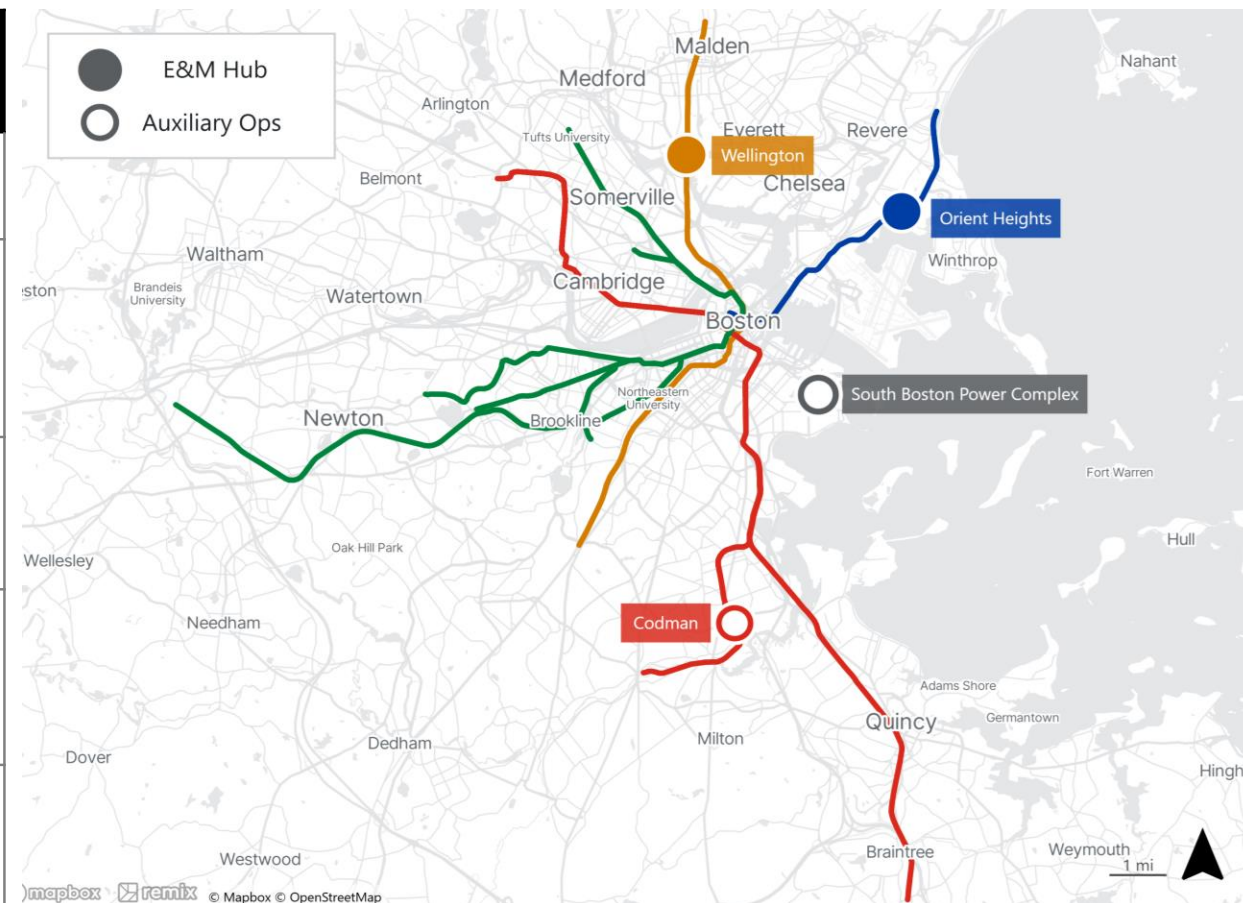
Renovation – Opportunities in the Carhouse

- Solution best fit for Vehicle Maintenance – typically the training needs or administrative staff have outgrown the carhouse design
- May require longer wait for implementation due to funding constraints



New Buildings - Phase 1 Implementation

Campus	MBTA Depts.	# People	Trailers Gone!	Building Format
Wellington	MOW Signals	130	5	Large
Codman	Transp. VM Signals Power	60	2	Small
Orient Heights	MOW Signals Power	110	12	Large
South Boston Power Complex	Power	45	4	Small
	6 Depts	345	23	



Phase 1 - Implementation

Doing More with Less

- Interim trailers for most pressing needs
- Ensured programs meet operational needs without extraneous space/big ticket items
- Identified existing sources to consolidate and fund 75% of Phase 1 budget, continuing to identify sources
- Procured Construction Manager ahead of 30% Design to support budget adherence and schedule acceleration



Next Steps

- Advance design and construction on first 4 buildings (Capital Delivery) and identify source for funding gap ahead of Summer 2026
- Pursue acquisition of property to support Green Line E&M needs
- Refine programs/site plans for Phase 2 New Buildings, as well as renovations and seek funding in upcoming CIP cycle