

Boston Employment Commission Regular Meeting Minutes

A regular meeting of the Boston Employment Commission was held on January 17, 2018 in Room 801, at City Hall, Boston, MA 02201.

Commissioners Present:

Commissioner Travis Watson, Commissioner Charles Cofield, Commissioner Mark Fortune, Commissioner Jorge Martinez, Commissioner John Redd, and Commissioner Deborah Wright.

Meeting Begins: 3:01

I. Meeting Minutes

Commissioner Watson asked if there were any comments pertaining to last month's meeting minutes. A motion was made to accept minutes.

The minutes from the December 20, 2017 meeting were accepted and approved.

II. Special Presentations

A. 48 Boylston Street

Duration: 5 mins.

Present: Danielle Skilling (Gilbane), Charles MacDonald (Gilbane), Caitlin Madden (POUA), Phillip Renzi (The Architectural Team, Inc.), and Robert Woodson (BRJP Monitor).

Project Overview:

Rehab of an existing historical building located in the Downtown/Chinatown area and will create 46 units of affordable housing, and it will also include commercial and administrative spaces.

Administration Issues:

Commissioner Watson asked and Gilbane stated there is language to withhold payment in the contracts?

Procedural Issues:

Commissioner Fortune asked if demo contract was awarded and if electrical sub has a good track record? **Gilbane stated** NASDI (demo) POC/Female numbers was excellent on last Gilbane project. TG Gallagher (HVAC), Cruz Electric, and within next two months more contracts will be awarded. Not a lot of experience with Cruz but have had a meeting with them. Per Robert, early projection looking positive.

Commissioners Request:

To be submitted by 2/2/18:

- 1) Workforce projections for contractors (ramping up) in this quarter (Jan. – Mar. 2018).
- 2) Buyout list of all trades, identify any Minority owned, Women owned, and Veteran owned Businesses.

B. Parcel M1 & M2

Duration: 11 mins

Present: Joel Dyson (JMA), Kate Blessington (JMA), Karen Blessington (JMA), Michael J. Schumacher (Cottonwood Management), and Pamela Ruffo (BRJP Monitor).

Project Overview:

Visual Rendering presented, 717 units, 3 phases, Tower 1 (Complete by Sept. 2019), Tower 2 (Complete by Dec. 2019), Tower 3 (2020). Developer anticipates project will provide well over 1000 construction jobs.

Administration Issues:

Karen (JMA): There is language in subcontractor agreements regarding penalties for non-compliance. 70% of subcontractors are awarded. Minor wins – S&F brought on Female resident POC apprentice, Treviicos brought on apprentices, and each subcontractor is doing better.

Pam (BRJP): Preliminary numbers: 80,000 wkhrs, 31%R/24%POC/3%F (25% complete review anticipated in June/July). JMA recently started self-performing work.

Procedural Issues:

Michael (Cottonwood) stated that he is hands on with project. **Commissioner Fortune** urges developer to touch base with union reps, some of which are present, today.

Public Comment:

Janet Jones (Boston Jobs Coalition): Perhaps if the word “tradesworkers” as oppose to tradesmen was used, it might attract the female demographic.

Commissioners Request:

To be submitted by 2/2/18:

- 1) Buyout list of all trades, identify any Minority owned, Women owned, and Veteran owned Businesses.
- 2) Workforce projections for upcoming contractors in this quarter (Jan. – Mar. 2018).

III. Project Reviews

A. 132 Chestnut Hill

Duration: 38 mins.

Present: Rose White - Jewish Community Housing for the Elderly (JCHE), Janet Butler (Federal Concrete), Carl Johnson (Dellsbrook JKS), Mike Carter (Marguerite Concrete), Robert Woodson (BRJP Monitor).

Project Overview:

Current overall numbers: 4,836 wkhrs, 57%R/47%POC/1%F

Issues: Low female performance, high 15 day submission time for weekly payroll and 64% Boston Residents verification rate.

Administration Issues:

Commissioner Watson states Boston Residents and People of Color numbers are good, and questions low female numbers and the plan to improve. **Carl (Dellsbrook)** states that getting females is a challenge. **Commissioner Watson** asked if there was any outreach to the Jobs Bank for females? **Carl (Dellsbrook)** states not him personally, and that they outreach through advertising. **Commissioner Watson** advises to reach out to the Jobs Bank, and PGTI (Susan Moia). The Commission wants to see correspondence to and from outreach efforts.

Commissioner Fortune: Full list of subcontractors awarded and onsite? **Carl (Dellsbrook):** Dellbrook will submit list to Robert Woodson (BRJP). **Commissioner Watson:** historically Marguerite's numbers show 7596 wkhrs, 7%R, 1%F. On this project the numbers are 13%R, 0%POC and 0% F. What are you doing to address internally and on this project? **Carl (Dellsbrook):** Subcontracts have 90% scope of work, 10% Concrete. We've reached out to local 4. **Mike (Marguerite):** Submitted plan shows 8 people on finishing crew, 2R, 2POC, 1F (*Marguerite questioned accuracy of their work hours. Robert to look into*). **Commissioner Watson:** 2 needs to be a 4 to hit residency goal. **Mike (Marguerite):** Until we know exact pour date, it's difficult to schedule.

Procedural Issues:

Commissioner Watson: Payroll submission is at the heart monitoring. Why the high submission time? **Carl (Dellsbrook):** Subcontractors outsource to payroll companies creating a third party turnaround.

Jobs Bank/Resource Issues:

Commissioner Cofield Re: National Lumber, carpenters union has resources to meet the numbers. It is GC's responsibility to reach out and give opportunity to people who need training.

Public Comment:

Susan Moia, Labor Center UMass Boston, Recommended resources: PGTI.org (Best Practices and Tradeswomen Tuesday's meeting) and BuildaLifeMA.org. **Weezy Waldstein, Boston Jobs Coalition,** Marguerite subbing out to Federal is conflicting. **Janet Jones, Boston Jobs Coalition,** The zeros for females, I don't understand. **Barry Keady (Plumbers Local 12)** we can place a female Boston Resident Person of Color ready today. **Michael Hess (Iron workers Local 7)** we have females available. **Commissioner Fortune:** How do you feel about conversation? **Owner:** very committed to City of Boston and BJRP Ordinance goals. By end of project we expect to exceed goals. We have language in contract to withhold payment.

Commissioners' Request:

By 2/2/18 submit:

- 1) A Corrective Action Letter from, JRF, Reform Masonry and Marguerite, on increasing female participation.
- 2) Any correspondence to and from resources. (union, Jobs Bank, PGTI, etc.)
- 3) Workforce projection for current quarter (Jan. – Mar. 2018).

B. Paris Village

Duration: 24 mins.

Present: Sal Colombo East Boston Community Development Corporation (EBCDC), Will Galloway (Delphi Construction), Robert Woodson (BRJP Monitor).

Project Overview:

Current numbers are 3,182 wkhrs, 9%R/15%POC/2%F

Low Boston Resident, People of Color, and Female percentages fall well below the employment standards.

Administration Issues:

Commissioner Watson: Preliminary numbers are poor. Weekly workforce meetings? Steps being taken?
Sal (EBCDC): I still have confidence. Excavation work slowed the process. **Will (Delphi):** reached out to subcontractors, and requested Jobs Bank referrals (*No support document provided at time of meeting*). Turnkey/National Framers 12% complete. Sea & Shore's work is complete and buyout is 100% (*Robert asked Commissioner Watson if a follow-up letter can be requested from Sea & Shore, and Commissioner Watson agreed*). East Boston CDC has a combined goal of 21% for Minority owned and Women owned Businesses.

Procedural Issues:

Commissioner Martinez: You're a CDC. To start a project on these low numbers is not a good thing. The project should have been started with the numbers. **Sal:** Agreed.

Public Comment:

Janet Jones, Boston Jobs Coalition, Was there outreach to East Boston residents and follow-up on Walk-on process? **Will (Delphi):** Postings and Advertisements in Boston Herald, East Boston Times, Maverick Apts, Greenway Apts., East Boston Action Council, and Neighbors United. **Susan Moia:** request Corrective Action Form (CAF) be dated. **Commissioner Watson** asked Christopher Brown (BRJP) to work with Director Crocket on revising the form.

Commissioner's Request:

By 2/2/18:

- 1) Workforce Projections from Turnkey (National Framers), and Marguerite Concrete
- 2) Corrective Action Letter from Marguerite Concrete and MT Mayo on how they will make improvements.
- 3) Correspondence to and from outreach to Jobs Bank and other resources.
- 4) Have Corrective Action Meeting with MT Mayo ownership to address 0%R, and 0%F before April 2018 to be followed up with a Corrective Action Plan.
- 5) **Commissioner Watson request that Paris Village come back at next critical point when more work is done.**

C. 7081 BFD Engine 50 Renovations

Duration: 18 mins

Present: Kevin R. Walker (WCI Corp), Michael Monti (CAM HVAC), Joseph Moleti (Robert W. Irvine and Sons), Larry Mahoney (Lynnwell Assoc.), Claudette Austin (BRJP Monitor).

Project Overview:

Current numbers are 1,247 wkhrs, 55%R/38%POC/3%F

Issues: Low female participation, 50% Boston Resident verification rate. Little to no participation in certain trades.

Administration Issues:

Commissioner Watson to Kevin Walker (WCI): you're self-performing – you can't carry this project yourself. What has conversation been? **Kevin stated** they've had Women of Color labor apprentices. Getting the ones to show up on time is a challenge, have outreached to Youthbuild. Lynnwell's projected workforce for Feb/March 2018 - 2R/1POC/1F. **Mike Monti** (CAM HVAC) – non-union contractor, committed to hiring POC/Res, 2 sheetmetal, 2 pipefitters, 2 refrigeration workers. Irvine and Sons (Plumbing) 3 employees, 1 female, looking to add apprentices. Simplex Grinnell projected for Feb and March 2018 – 2 employees, 1 resident POC.

Procedural Issues:

Commissioner Watson asked for quarterly projections? Projections were submitted on January 16, 2018. **Commissioner Fortune:** Irvine's workforce composition = 2. What's happening with the referrals that work on the project? **Irvine's rep stated** they don't hire referrals for permanent positions.

Commissioners Request:

Request workforce projection updates for current quarter (Jan. – Mar. 2018) as needed.
Workforce projections already on file for WCI, Irvine and Sons, Lynnwell Associates, and Simplex Grinnell.

IV. **Directors Report:** **Duration: 32 mins**

Christopher Brown/BRJP Manager (*sitting in for Director Crockett*) states that the following information will be presented:

- 1) Update on *Projects under new ordinance*, Christopher Brown, BRJP Manager.
- 2) *BEC information sheet* by Kim Odom, BEC Coordinator,
- 3) *Pipeline Informational and Placement sessions* by John Dunham, Jobs Bank Coordinator.

Kim Odom presented new document created as a resource for Developers/GCs and Sub-contractors presenting before the BEC. It attempts to answer some Frequently Asked Questions. The goal is to make this document part of the notification the BEC sends out when Projects are on the Agenda. It will also be included in the Pre-Construction packet.

Feedback from Commissioners: *This information will be forwarded to the Commissioners to allow for time to review and provide an informed feedback by the February 2018 BEC Meeting. The immediate take-away was that this would help with time efficiency.*

John Dunham states 20-30 applicants register a month, mostly non-union, collaborates with BAs, created a working group, interviews candidates to assess job readiness. Hosting Painters' event on January 26, 2018. Commissioner Wright offered Wentworth as a sponsor for the next Job's Bank Workshop.

Christopher Brown: 8 Projects under New Ordinance: 7 DND (Housing projects), 1 BPDA (Pipefitters Union Project, Local 537 Training and Office Facility)

Directors Report was accepted and approved.

Meeting adjourned at 5:13.