

Boston Employment Commission Hearing Minutes

A monthly hearing of the Boston Employment Commission (**BEC**) was held on Wednesday, September 19, 2018 at One City Hall Plaza, Conference Room 801, Boston, MA 02201.

Commissioners Present:

Chair, Commissioner Travis Watson, Commissioner Charles Cofield, Commissioner Jorge Martinez, and Commissioner John Redd

Meeting Begins: 3:01 PM

I. MINUTES

Commissioner Watson called the meeting to order. **The July 18, 2018 and August 15, 2018 meeting minutes were accepted and approved.**

II. SPECIAL PRESENTATIONS

A. 7085-B Boston Arts Academy

Duration: 10 mins.

Present: Jim McQueen (Public Facilities Dept.), Joe Berry (Lee Kennedy Co.) and Claudette Austin (BRJP Monitor)

Project Overview

A 5 Story Structure, 500 student body and 500 seat auditorium, this project is located at 174 Ipswich Street Boston, MA 02215 (Back Bay/Fenway neighborhood). Scope of work includes abatement of the existing Boston Arts Academy building, full demolition/removal and legal disposal of all materials. On the 42,754 sf site, construction consist of a new 152,000 sf municipal secondary school with theatrical, musical, dance practice and performance spaces, vocational shops, roof terrace, academic, physical-education, administrative and support spaces. The project also includes site improvements, landscaping and re-configuration of the surrounding alleys, streets, sidewalks and crosswalks. To be constructed over a 30 month period with completion expected in 2021.

Commissioner Watson: Jim, is this your first project under the New Ordinance? **Jim McQueen(Public Facilities Dept.):** Yes. **Commissioner Watson:** I want to emphasize two of the seven compliance efforts we've seen to be the most challenging: Timely payroll and Pre-Construction meetings. Please communicate every challenge to BRJP staff. **Commissioner Cofield:** Any buyouts? **Joe Berry (Lee Kennedy Co):** Yes - Demolition, Abatement, Mechanical, and Gas Shutoff. Foundation to begin in November through end of March.

Public: Janet Jones (Boston Jobs Coalition): Sounds like exciting project. Recommend learn history of sub-contractors. Reach out to Vocational/Building Trades to include students of those schools. **Jim:** As this is an Arts Academy, we would involve students in other aspects of project.

B. New England Heritage Homes

Duration: 15 mins.

Present: Gail Latimore (Codman Square NDC), Megan Reagon (Codman Square NDC), Sumul Shah (One Way) (BRJP Monitor)

Project Overview:

Project is located in Dorchester, MA – on New England Ave, Mallard Ave, Colonial Ave, and Southern Ave. Scope of work consist of 16 affordable two and three bedroom condominium residences across seven parcels totaling nearly one acre, located steps from Codman Square and the Talbot Avenue MBTA commuter rail station. 9

buildings (all 3 bedroom homes). **Gail Latimore (CSNDC):** Significant minority business engagement on this project. **Sumul Shah (One Way):** One Way is a minority business; #'s are 23%BR/98%POC/2%F. **Commissioner Watson:** Respectful of work Codman Square does. MBE's need that opportunity. **Sumul Shah (One Way):** Overall low female #'s. Last two projects trending upwards. 7% women on most recent job. It's easier to hit women business numbers than trades. Making conscious effort to use female workers in trades that are available. Utilizing Boston Jobs Bank as a resource. We have a place on-site where people can apply. 10% of team has come from walk-on and people from the neighborhood. **Commissioner Watson:** Gail, I just want to emphasize how important it is to hire local companies reflective of the city. **Robert:** Had initial kick-off with contractors coming on site – they are familiar with Jobs policy. **Commissioner Cofield:** Any repeat Contractors? **Sumul:** TB Equipment – site work is only buy out. Hopefully buyout process will be completed early next week. Looking to use the same: possibly E&G Builders (framing), Realty Dreamers (Dry Wall). Mainly small company teams. **Commissioner Cofield:** Female #'s down – think about pre-apprenticeship programs to offer careers. More beneficial to Codman Sq. **Commissioner Martinez:** Two way street/parking/off street? **Gail Latimore (CSNDC):** Consulting with Boston Transportation, Boston Slow streets. **Commissioner Martinez:** ½ porches/full porches? **Sumul Shah (One Way):** Just porch over entry. **Commissioner Cofield:** Planning to move from one end to other? **Response:** Depends on what's happening. **Commissioner Martinez:** What's crew size for each lot? **Response:** Framers, 8-10. **Commissioner Cofield:** Language in contract to withhold payments? **Gail Latimore (CSNDC):** Absolutely.

C. Horizon Watermark

Duration: 12 mins.

Present: Lee Goodman (Watermark) Ayesha Rodrigez (Horizons for Hondorus Children), Ted Nevells (Commodore Builders), PK Nelson (Commodore Builders) and Manuel Barbosa (BRJP Monitor)

Commissioner Watson: disclosed that MHIC (his employer) has interest in this project and because the Special Presentation doesn't involve voting, there's no conflict of interest .

Ayesha (Horizons for Hondorus Children) – promotes self-care with families – currently have 3 fathers with applications for Iron Workers trade and other family members who are interested. We want our families to have access to the trades. **Commissioner Watson:** Is there language to withhold payment? **Response:** Definitely. **Commissioner Watson:** New Ordinance – please reach out if any challenges to BRJP. Two items in particular, timely payroll and pre-con meetings. **Response:** We have automated system that will stop payment when appropriate. **Commissioner Cofield:** Buyout list? **Response:** No contract awards at this time. **Commissioner Martinez:** Congrats – I grew up in that area. **Commissioner Cofield:** When will there be boots on the ground? **Response:** Mid-October. **Commissioner Watson:** Manny what's your assessment so far? **Manny:** 1st kick-off was held 2 weeks ago, good communication.

III. PROJECT REVIEWS

A. GE NECCO

Duration: 20 mins.

Present: Cindy LaCroix (AECOM), Kacey Satchell (Consigli), David Cullinane (Consigli), Ernie Urahupoulos (Consigli) and Pamela Ruffo (BRJP Monitor)

Project Overview:

Current overall #s – 67,304 work-hours, 31%BR, 41%POC, 5%F

Pam gives overview and comments that Local 7 referred a female ironworker from DCAMM to Daniel Koury Construction. Badd Brothers completed their work and a correction was made to reflect that JC Canistraro will be in attendance at the next corrective action meeting. Pam expressed that she works well with Kacey and Dave and is confident their efforts will continue. **Commissioner Watson:** Dave, what have challenges been? **Dave:** Casino pulls people from some of our projects which allows them to get more hours towards becoming a journeyman. **Kacey:** As soon as we learn who received the contracts, we bring them in early to educate them on BRJP standards. **Commissioner Cofield:** Residency piece is very important. S&F just finished up over there. Carpentry trade still has people to work. People are looking at folks and judging them when they walk in the door. Got to

give people more than two days to see what people can do. Please keep an eye on that. Age discrimination is alive and well.

Public:

Weezy Waldstein (Boston Jobs Coalition): Following up on Commissioner Cofield's remarks. It doesn't seem like a robust way of measuring. Resident numbers "Good at 30%". What makes 30% good? **Pam:** when it comes to trades, it's cumulative and based on 25% completion of project? S&F explained rationale on Corrective Action Letter. **Christopher Brown (BRJP Manager):** just within framework of what we do and given what's going on with economy - looking at every day. 200 projects monitored / DIPP projects – 30% is heading in the right direction.

Chuck Turner (Boston Jobs Coalition): Tara making decisions on how they bring people in. We have to focus in on contractors not meeting the standards. **Commissioner Watson:** Tara is not on this project. They are on Bartlett B.

B. Bartlett B

Duration: 21 mins.

Present: Kristine Magown (BiltRite Construction), John Cullati (Bilt Rite Construction), Diane Clark (Nuestra CDC) and Robert Woodson (BRJP Monitor)

Commissioner Watson recused himself as his employer has interest in the project.

Project Overview:

Current overall #: 104,639 work-hours, 45%BR, 64%POC, 7%F

Robert gives overview. **Commissioner Martinez** asked how the recommendations from BRJP monitor would be implemented. **Response:** Project is at 90% complete and not a lot of work remaining. **John Cullati (Bilt Rite Construction):** In regards to Tara, Chuck Turner is right. Have talked to Pedro numerous times. He's found workers but they're not Boston Residents. **Commissioner Redd:** How often do you use this contractor? **John Cullati:** Often. **Commissioner Redd:** Have you considered others? **John Cullati:** He's usually good with People of Color #'s, unfortunately, not good on this project. **Commissioner Redd:** Has he presented any evidence of outreach? **John Cullati:** I speak to him every week. I didn't realize performance for rough work wasn't meeting the standards before we awarded the finish work to Tara. **Commissioner Cofield:** New guideline puts everything at wood frame rate - \$15hr difference. This is going to be a challenge in wood frame market. I understand Pedro's problem. Must monitor his jobs closer and from beginning. **Commissioner Martinez:** Mr. Woodson, update on Residency Verification? **Robert:** Just recently addressed with Bilt Rite. **Commissioner Martinez:** Keeping a list of successes and failures? Is that correct? **Christopher Brown (BRJP Manager):** Yes, we are always ready to make history reports available. Tara has performed well in the past. **Commissioner Cofield:** Because amount of work available in city, we are allowing some contractors to bring standards of hiring down. Pedro is one of the only ones trying to do the right thing. **John Cullati:** Bilt Rite does predominantly affordable housing – Tara is an MBE which is why we choose them. **Robert:** Corrective Action Meeting at Bilt Rite office started strong. Pedro raised issue of competing project (South Bay) not trying to make excuse but it did come up.

Public:

Janet Jones (Boston Jobs Coalition): While we applaud the finish product, I'm concerned about Tara's #'s, particularly female category. 51/51/50 is community standards. Walk-ons should be interviewed on the spot.

C. 585 Commercial Street Phase III

Duration: 35 mins.

Commissioner Watson returned.

Present: Ryan James (Daniel O'Connells), Kevin Guidi (Daniel O'Connells), Annie Cummings (Your Electrical Solution), Brian Fogarty (US Drywall Inc.), Cathy Andrade (CAM HVAC & Construction), Gregory Rideout (Public Facilities Dept.) and Claudette Austin (BRJP Monitor)

Project Overview:

Current overall #: 27,948 work-hours, 23%BR, 41%POC, 7%F

Claudette: This is Daniel O’Connell Son’s first project under BRJP - self-performed numbers are 53%R, 25%POC, 5%F – issues are low resident #'s for US Drywall at 27% - low Boston Resident #'s for Your Electrical Solutions at 12% - low Boston Resident (24%) and Female (2%) for CAM HVAC. 82% Boston Residents verified. **Commissioner Watson:** Kevin, numbers are admirable for DOC. **Kevin Guidi (Daniel O’Connells):** Currently have skeleton crew – at rough stage- will ramp up over next 6 mos. w/DOC, US Drywall. Hope to improve #'s - correspond via email with sub-contractors. **Commissioner Watson:** File subs? **Response:** yes, but not American Environmental and Hub Foundation. **Commissioner Watson:** These 2 subs negatively impact resident #'s. Make sure to do pre-screening of sub-contractors’ history. **Brian Fogarty (US Drywall Inc.):** Current workforce projection filed with BRJP not accurate. Exterior and Interior framing will ramp up shortly. **Commissioner Watson:** Update Workforce Projection and reach out to Jobs Bank. Regarding CAM HVAC, Resident and Female #'s are disappointing - Remaining work? **Kevin:** 30-35%. **Cathy Andrade (CAM HVAC):** Hired Youthbuild referral Boston Resident person of color, he quit on 8/29/18. Will work again with Greg Mumford for another referral. Female sheet metal worker hired 8/14/18. CAM HVAC was asked and responded they have 47 employees company wide. **Commissioner Watson:** Your company’s overall deficiency is historical. Your strategy is shortsighted. **Cathy Andrade:** I have gone to various resources to try and fulfill these requirements. **Commissioner Watson:** Important to think outside of normal resources. **Christopher Brown (BRJP Manager):** BRJP has met with CAM HVAC. We don’t see effort. CAM HVAC’s BRJP history shows they get a lot of City of Boston work. We have two referrals at this meeting seeking employment. **Cathy:** Are they licensed? **Chris:** No. Most licensed trade-people are working. If you’re willing to train them, you could build from there. **Cathy:** I did reach out and the person quit. **Chris:** That doesn’t represent every person. **Commissioner Watson:** You need to show improvements. I would caution a GC bringing you on to other projects. **Commissioner Cofield:** Does CAM HVAC’s core crew reflect BRJP? **Response:** No. **Commissioner Cofield:** Look at core crew for areas you are working in. **Commissioner Watson:** Why do you bid City of Boston projects if your core crew doesn’t reflect BRJP. **Cathy:** I’m wondering the same thing. **Commissioner Watson:** We want you to come prepared from day one. **Commissioner Cofield:** We want you to get work, but crew should reflect the city’s workforce goals. **Cathy:** It’s challenging because we’re non-union. **Commissioner Cofield:** It’s the same standards for union and non-union. **Commissioner Watson:** Your Electrical Solutions, where is company located? **Response:** Pembroke. **Commissioner Watson:** Challenges? **Annie Cummings (YES):** Local 103 oversees our hiring and sends us whoever they have. Sometimes they send and sometimes they don’t. **Kevin:** Your Electrical Solutions is just ramping up. **Commissioner Cofield:** Local 103 has a minority female BA you can reach out to, her name is Kenell. **Commissioner Watson:** Claudette will schedule a meeting with Your Electrical Solutions and Local 103 BA. **Commissioner Martinez:** Ms. Austin, 76% BR? **Claudette:** At the time I prepared this report it was 76%, today it is 82%. **Commissioner Watson:** Kevin, we have some that are setting you up to fail. File subs make it tough, I know. Payroll submission is good, your numbers are good. It concerns me when GC’s are dragged down by sub-contractors. Would like to review again in 3 months.

Public: Janet Jones (Boston Jobs Coalition): Extremely disheartening as a tax payer paying for this project. Step up or step away.

IV. DIRECTOR’S REPORT:

Duration: 11 mins.

Christopher Brown (BRJP Manager/Interim Director): Dudley Library Project will be reviewed at October BEC. **Commissioner Watson:** Request that person who comes to next BEC is a higher up / CEO Executive level. **Chris:** Received approval for Monthly BEC Hearing time change to start January 2019 – 1pm-3pm start time, 3rd Wednesdays. Parking spaces for Commissioners are all set. Boston is booming with lots of construction work. Some developers/GCs are willing to train and reach out to agencies. It’s about opportunities. Once a person has skills/licensed they have promising career sustainability. We see a lot of stepping up. **Chris:** Thanks staff and community for their hard work. **Commissioner Redd:** Request placard to go on project sites? Chris will follow-up with this request.

Director’s report accepted and approved.

Hearing adjourned at 5:11 pm.