

BIDMC (Beth Israel Deaconess Medical Center)

August 19, 2020

Developer: Best Israel Deaconess Hospital
Development Impact Project Plan (DIPP)

General Contractor: Turner Construction

Construction Cost: \$383,982,007

Construction Period: 09/2019-11/2022

Construction Monitor: Pamela Ruffo

Completion Percentage: 20%

New BRJP Ordinance Goals: **51% Resident** **40% People of Color** **12% Female**

Project Description:

The project is construction of a ten-story clinical building which will include up to 325,000 square feet of gross floor area of hospital uses, including 158 single-bedded inpatient rooms (up to 128 medical/surgical and 30 intensive care beds) within the new building, and a rooftop helipad (which will be relocated from an immediately adjacent building), within the Project Site.

Boston Employment Commission Project Review

I. Overall Numerical Compliance

Report Run Date: 08/02/20

Includes Work Records from: 09/07/10 – 07/27/20

| # | # | # | % | % | % |
|------------------|----------------|--------------------|------------------|------------------------|---------------|
| Workhours | Workers | Contractors | Residents | People of Color | Female |
| 62,550 | 260 | 13 | 20% | 24% | 7% |

II. Numerical Compliance by Major Trades

Report Run Date: 08/02/20

Includes Work Records From: 09/07/19-07/27/20

| Trade | # of Work hours | # of Workers | % Resident | % People of Color | % Female |
|----------------------------|-----------------|--------------|------------|-------------------|----------|
| Laborers | 25,321 | 70 | 21% | 26% | 8% |
| Equipment Operators | 15,848 | 43 | 16% | 19% | 7% |
| Carpenters | 9,425 | 45 | 31% | 42% | 9% |
| Piledrivers | 2,943 | 8 | 9% | 20% | 7% |
| Sheetmetal | 2,476 | 19 | 19% | 18% | 0% |

III. Numerical Compliance by Major Contractor

Report Run Date: 08/02/20

Includes Work Records From: 09/07/19-07/27/20

| Contractor | # of Work Hours | # of Workers | % Resident | % People of Color | % Female |
|---|-----------------|--------------|------------|-------------------|----------|
| Hub Foundation | 18,478 | 36 | 9% | 20% | 7% |
| Hub Foundation employs Equipment Operators, Ironworkers, Laborers & Piledrivers | | | | | |
| J. Derenzo Company | 14,911 | 37 | 21% | 12% | 8% |
| J. Derenzo Company employs Equipment Operators & Laborers | | | | | |
| Turner Construction | 14,199 | 40 | 32% | 43% | 10% |
| Turner Construction employs Carpenters & Laborers | | | | | |
| S&F Concrete | 5,897 | 63 | 28% | 41% | 7% |
| S&F Concrete employs Carpenters, Cement Laborers, Equipment Operators, Ironworkers & Laborers | | | | | |
| McCusker & Gill Inc. | 2,476 | 19 | 19% | 18% | 0% |
| McCusker & Gill Inc. employs Sheet Metal workers | | | | | |

Boston Employment Commission Project Review

BRJP Highlights and Concerns:

- This is the project's first appearance at the BEC. The project had started in September 2019. The BRJP started monitoring the project on February 3, 2020. Turner submitted all payrolls from September. The BRJP Quarterly reviews will be scheduled for the following timeframes:
 - 25% September 2020
 - 50% May 2021
 - 75% January 2022
 - 100% November 2022
- The project is being monitored on our new Salesforce system. Due to the Pandemic we were only able to have 1 in person training with 4 of the 11 subcontractors reporting. Two subcontractors had experience from other projects and the rest worked with Liz the compliance coordinator from Turner to learn it. I appreciate that they are all working with us as we maneuver this new system.
- Turner Construction payroll submissions are within the 7 day BRJP submission goal for all subcontractors.
- Hub Foundation is the largest subcontractor onsite with low workforce participation Resident 9%, POC 20% & Female 7%. They started onsite before the project was designated to be monitored. And they will complete their scope of work at the end of July.
- Turner Construction is the 3rd largest subcontractor onsite and has started out strong for POC participation 41% & Female 11%. They are struggling with only 32% Resident participation. It is their focus to increase their resident participation.
- Rounding out the top five subcontractors onsite is S&F Concrete is the 4th largest and has started out strong with workforce of 41% POC & 7% Female. They are struggling with only 28% Resident participation. McCusker Gill is the 5th largest and has started out with low workforce of Resident 19%, POC 18% & Female 0%.
- Laborers are the largest trade onsite and are struggling with low workforce for Resident 21% & POC 26%. Female participation has started well at 8%. Carpenters are the 3rd largest trade starting strong with 42% POC & 10% Female.. Their Resident participation is starting well at 31%.
- The following subcontractors attended a corrective action meeting on July 13th: J. Derenzo, McCusker Gill, S&F Concrete, Sullivan & McLaughlin, Thomas G. Gallagher & Turner Construction. Their respective Business Agents were requested to attend as well. The only Business agent to attend was Mike Cimmino of Laborers Local 22. * Correction Action plans are attached.

Enforcement of 7 Compliance Efforts (Compliance Determination Rubric is attached)

- Pre-construction meeting (failure to attend)- in compliance
- Weekly payroll submission (late submittals)-in compliance
- Corrective Action meeting (failure to attend)-in compliance
- Boston Employment Commission Meeting (failure to attend)-in compliance
- Providing communications/confirmations-in compliance
- Jobs Bank Referral(s)-in compliance
- Boston Resident Verifications-in compliance

Boston Employment Commission Project Review

RECOMMENDATIONS: The BRJP Office recommends that Turner Construction:

- Continue to monitor the subcontractors that attend the July 13th Corrective Action meeting to reinforce they are carrying out the action plans to increase their workforce diversity on the project.
- Continue to encourage subcontractors deficient in any category, to take steps to make improvements by providing information about pre-apprenticeship programs, such as Building Pathways and Youth Build.

ATTACHMENTS:

- HISTORY REPORT FOR CONTRACTORS

Hub Foundation
Turner Construction
J. Derenzo
S&F Concrete
McCusker Gill

- Corrective Action Plans

J. Derenzo
McCusker Gill
S&F Concrete
Sullivan & McLaughlin
Thomas G. Gallagher

- BRJP Compliance Rubric