

Boston Employment Commission Hearing Minutes

A monthly hearing of the Boston Employment Commission (**BEC**) was held virtually on Zoom, October 21, 2020.

Commissioners Present: Commissioner Travis Watson, Commissioner Charles Cofield, Commissioner Kenell Broomstein, Commissioner Stephanie Everett, Commissioner Carlos Espinoza-Toro, Commissioner Aisha Francis and Commissioner JocCole "JC" Burton

Hearing Begins: 1:02 PM

I. MINUTES

The February 19, 2020, June 17, 2020 and August 19, 2020 will be approved at the November BEC Hearing. September 16, 2020 minutes were accepted and approved.

II. SPECIAL PRESENTATION

A. Holtzer Park

Duration 12 mins.

Present: Andre Barbour (NEI Contracting), Sharone Small (Urban Edge) and Robert Woodson (BRJP Construction Monitor)

Commissioner Watson disclosed that his employer, MHIC is providing financing for this project.

Project Overview: Andre Barbour (NEI General Contracting): Provides a PowerPoint presentation that addresses Commissioner Watson's question on the general grasp and expectations NEI and Urban Edge has regarding BRJP goals. The construction project is 62 units (1BR @ 9, 2 BR @ 37 and 3 BR @16). Located in Jamaica Plain on Amory/Atherton St. Construction schedule is estimated at 18months (start date 10/5/2020). David A. Bosworth is currently onsite- site work. Helical Drilling will do Ground Improvement (late October) and DAM Concrete begins Concrete Foundation (Mid-November). MBE/WBE Participation - \$22,796,516 Contractual Value. MBE 38%, WBE 3.5% and Local 16.8%. MBE Contractors: Reform Masonry, Victor Francis Mechanical, Payne Contracting and G & O. Subcontractor engagement includes pre-mobilization internal Pre-Con Kickoff meetings, attend weekly subcontractor coordination meetings, building relationships with individual responsible for hiring workforce, internal Prevailing Wage/Compliance Reporting Workshop and Quarterly Workforce Projections. Community Outreach and Engagement with Boston Housing Authority to collaborate on resident outreach efforts through flyers and engagement letters. Community Engagement with Madison Park High School, Madison Park DC, YouthBuild Boston and other community-based organizations and partners. Walk-on application process has both on-site applications and on-line access. **Commissioner Watson:** Robert what is your overall feeling on this project? **Robert Woodson (BRJP Construction Monitor):** Early dialogue was good as always. It's been pro-active engagement, repeat subcontractors who are familiar with BRJP goals and I don't foresee any problems. **Commissioner Espinoza-Toro:** For my own understanding, what is the difference between the BRJP % goals and the Contract Value? **Andre:** The percentages explained on the Contract Value slide is not for worker hours, it's for MBE.

Public: Barry Keady (Local 12 Plumbers): Is CMP doing the Plumbing? **Andre:** Yes. **Barry:** CMP reached out to Local 12 and is committed to meeting the goals. I have been on several sites in the City of Boston and NEI has the best COVID protocols! **Mukiya Baker-Gomez (Black Economic Justice Institute - BEJI):** What has your success been with resources to help with recruitment and monitoring checker boarding? **Andre:** Regarding checker boarding, we have assigned folks looking at payrolls weekly. As Robert stated, there are repeat contractors, so we are able to see if that is an issue. In terms of relationship with Unions or Non-unions, we have a great relationship with Business Agents and Contractors and follow-up on both ends. Non-union outreach engagement in community

with Madison Park's Train the Trades program. We hosted a virtual job fair with Madison at the end of August. There are different and unique ways to get folks to apply, get opportunities and get them on jobs.

Commissioner Watson: Nice to hear about NEI's COVID Plan and your pro-active approach. We hope the replication of what Barry and Andre have displayed becomes an example for other contractors before starting a project.

Public: Vinny Coyle (Local 7 – Iron Workers): Some jobs with NEI go Union and some Non-union. Every time a compliance officer reaches out to me, I connect with Andre. I'm looking forward to keeping the relationship going with NEI. **Mukiya Baker-Gomez (BEJI):** What % of your workforce within the Jamaica Plain area will create jobs for Boston Residents and what % of MBE work is going to suppliers and what is the total amount spent with suppliers? **Andre:** We're a week ½ in and just getting out of the ground. Will have to see where things are. It will be a challenge, but once we start to engage, we will target local people. 38% of the \$22,796 Contractor Value will be with MBE vendors not contractors. I will have to follow-up on suppliers. **Janet Jones (Boston Jobs Coalition):** Wanted to know about MBE and WBEs but I will give Andre Barbour a call.

Commissioner Watson: NEI's approach as a firm on countless projects, even when MBE/WBE isn't a goal, has been through a social and racial justice lens. I see that as a Developer/General Contractor that believes in equity and inclusion in the City of Boston. Looking forward to your review.

B. BU Data Science Bldg.

Duration: 40 mins

Present: Walt Meissner (BU), David Flynn (BU), Brian Kelly (Compass), Chris Kenney (Compass), Brooke Woodson (Suffolk), Corey Allen (Suffolk), Jonathan Dolan (Suffolk), Michelle Zielinski (Suffolk), Frank Craemer (Suffolk) and Pamela Ruffo (BRJP Construction Monitor)

Project Overview: Jonathan Dolan (Suffolk): PowerPoint presentation – Construction project is located in the Fenway district on the Green Line. The building is described as cutting edge with a unique structure, fossil free and sustainable energy. Estimated construction completion – 29 months (5/2020 –10/2022) – 345,000sqft of office and classroom space. **Walt Meissner (BU):** This is a critical project for the University. We take the BRJP directive and goals seriously from the President down along with my colleague, David Flynn who is on the line.

Commissioner Watson: I took that as very sincere and appreciate that. This project is huge in terms of dollar value. Corey speak to challenges anticipated and I heard Canadian firms and a Supplier from Italy in the buyout list read. How do they plan to work within the BRJP ecosystem? **Corey Allen (Suffolk):** Overall challenges are usual particularly with COVID. Some workers coming back and some not. Making sure we work with Business Agents. Prime Steel will be doing the actual erecting and they have great numbers and familiar with BRJP standards.

Jonathan Dolan (Suffolk): Because this is a large job for us, we are working with a Global Market, however as Corey noted, almost all the installers are local. **Commissioner Watson:** Thank you for that clarity.

Public: Mukiya Baker Gomez (BEJI): What is BU's plan to use the largest amount of MBE/WBEs to make sure of permanent business relationships? **Corey:** For this project or BU as a business entity? **Unfortunately, there was technical difficulties and question was put on hold. No Identity with this question:** Otis Elevator has extensive record of non-compliance when it comes to its workforce. **Commissioner Watson:** In my years as a Commissioner, I've never seen an elevator company come close to workforce goals. It's a systemic problem and needs serious intervention. That's not an excuse and Otis is not alone. Corey can you give an explanation about the process from the industry/GC standpoint? **Corey:** Overall it's a pipeline issue. You have to have skill sets for particular areas. Madison doesn't have anything set-up for the Elevator trade. We've been working with Michele Silveria in the Office of Workforce Development at Madison Park High to expose students to this information. It won't happen right away, but over the next 2 years of this project we will reach out to Otis/Elevator Union to sponsor individuals into the union. **Jordana Monteiro (Building Pathways):** Local 4 is about 400 applicants behind in interviews. **Mary Vogel (Building Pathways):** Building Pathways placed several graduates into Local 4. We have direct entry. We have newer graduates, but due to COVID the application process is delayed. Corey expressed that he will reach out to Mary and Jordana to work with them as it relates to this project. **Priscilla Flint-Banks (BEJI):** How come BEJI is not on Suffolk's list for potential resources to help with recruitment?

Commissioner Watson: I recommend adding BEJI and other neighborhood non-profit resources on BRJP's resource list. **Brooke Woodson (Suffolk):** We will work with BEJI. Priscilla is not shy in reaching out to me. Linda Dorcena-Forry and I visited their Hyde Park Office and we will continue to work with them. **Priscilla:** Madison Park High should be utilized more. **Corey:** I agree 100%. I do have a relationship with Kevin McCaskill and we can work on whatever suggestions you have Ms. Flint.

Public: Janet Jones (Boston Jobs Coalition): This sounds like an incredible project. Almost to the liking of the Kroc Center. I know Suffolk can do this. What about YouthBuild Boston and of course Madison Park? **Brooke:** We have great relationships with both institutions. Corey just talked about Madison. Brian McPherson just became the new Director for YouthBuild Boston, he previously worked for Suffolk. When he gets settled in, we will reach out to him. We did have YouthBuild Boston work as a lower tier subcontractor on the Orient Heights project - 6 students all Boston Residents (2 females). **Commissioner Watson discloses that he is a board member of YouthBuild Boston.**

Commissioner Burton: By way of an Innovation Item, is there a way Suffolk can create a hard hat sticker that would be a resume of sorts and put a feather in their cap so to speak. She states that as this is a monumental project, it will mean a lot to the People of Color and Women working on this project to have something they can put on their resume that will benefit them downstream. **Corey:** I will bring that up in our next team call. Very thoughtful, Commissioner. Thank you! **Commissioner Watson:** I didn't do this earlier and want to acknowledge our new Commissioners, Commissioner Burton (Maven Construction), Commissioner Aisha Francis (BFIT), and Commissioner Carlos Espinoza-Toro (JPND). We are excited for this new energy and the future of this Commission. Looking forward to your review. Thank you.

III. PROJECT REVIEWS

A. New Balance Sports Complex

Duration: 25 mins.

Present: Kate Blessington (JMA), Jamie Noone (JMA) and Dan McGillicuddy (New Balance Development)

Project Overview: 120,039 wkhrs, 25%BR, 38%POC and 6%F

The project is a multisport complex at Boston Landing in Brighton — that will feature one of the world's fastest technical tracks as well as a sports research lab, a concert venue and ground-floor retail and restaurants.

Pamela Ruffo (BRJP Construction Monitor): Project is 45%complete and will be 50% complete by December 2020. Based on Corrective Action meeting we had yesterday and not making any excuse, but since the pandemic hit, the crews have decreased to a very low size on the overall project. Jamie and Kate can speak more to that.

Jamie Noone (JMA): When COVID hit, we were asked to take a very stringent safety protocol and to work in phases. We focused on the Steel & Concrete stabilization and next phase was Exterior Façade (Roof and waterproofing). We hope to be released for completion in January 2021. We are at a 40 week delay. We had an estimated completion date of July 1, 2021 and that has been pushed out to March 2022. Under the parameters given us, we are in a unique situation on the project. I don't mean to make that an excuse. **Commissioner Watson:** I don't take it as an excuse. Fortunately, you are the GC operating in this space – JMA takes the BRJP mission to heart. I do believe you are doing what you can in this position.

Commissioner Burton: I'm curious to know within the Corrective Action Plan, what outreach was made to previous workers. It would be good to have that data. **Kate:** I've been reaching out to several subcontractors to compile a list of workers that didn't come back and the reasons why. **Commissioner Burton:** Thank you Kate. I do understand the challenges of those working in construction and specifically women.

Jamie: The uniqueness of this project will help to draw a good workforce to come back. **Commissioner Espinoza-Toro:** I second what my fellow commissioner has said. With the decrease in resident compliance, has there been any additional challenges secondary to COVID that have been a by product of COVID? **Kate:** It's the safety precaution restrictions and limitations on how many can be on a site. Also, subcontractors having to move workers to other projects if not able to give the hours needed. The challenge is not laying anyone off. It's been hard navigating this project.

Commissioner Watson: Given the conditions, these numbers are probably better than most. Having been hard on Derenzo for their performance in previous projects, I want to acknowledge their progress on this project (31%BR,

35%POC, 10%F). It's not where it needs to be, but it's progress. On the Administrative piece, it helps the BRJP team be informed about the project.

Public: Mary Vogel (Building Pathways): What trades does S&F have on the job? **Kate:** Carpenter, Cement Finishers, Equipment Operator and Laborers during the whole duration they've been on to date. **Mukiya:** Still have technical problems – not able to hear her question. **Mary Vogel:** I'm advocating that core crews be diverse at the onset of project. What steps are you taking to make sure core crews are diverse? **Kate:** We are going over that before they start. We ask to keep core crews with females, residents and people of color. Unfortunately, on this project it wasn't possible. T&T Steel and Precision Steel always have problems getting females. We are going to work with them. I spoke with Precision Steel and will have him reach out to you and Vinny. **Janet Jones (Boston Jobs Coalition):** Since there's a delay on this project, will this delay the start of Dot Block? **Kate:** I know Dot Block should be starting next month. Call me and I will keep you informed. **Janet:** If it changes, I'll call your office. **Jamie:** These are two different owners. We have not seen the COVID restrictions widespread with other owners. **Barry Keady (Local 12 Plumbers):** We have BR/POC/F ready to go to work. Happy to help anyone meet their compliance. I sent a Boston Resident to JC Higgins at Beth Israel just now. **Priscilla:** In light of Madison/BPS going remote, can Elevator Operators be trained virtually? **Commissioner Watson:** Given the complexity of this trade, my assumption is no. **Nicole Richer (The Compliance Mentor Group):** There are virtual programs that work with vocational students. **Commissioner Watson:** Look forward to your next review.

B. Longwood Towers II

Duration: 52 mins.

Present: Marcia Carlson (Columbia), Vrajesh Patel (Columbia), Shelley Webster (In Order Business Development), Taisha Crayton (In Order Business Development), Brandon Dilgard (Aldon Electric), Cynthia Melanson (Aldon Electric), Tim Harvey (Manafort Precision), Tony LoConte (NER Construction)

Project Overview: 19,481 wkhrs, 13%BR, 27%POC, 3%F

Robert Woodson (BRJP Construction Monitor): Due to an incorrect ID, PJ Dionne had inaccurate reporting. That has since been rectified and they are In Compliance. **Commissioner Watson:** According to the Compliance Rubric, they're in compliance? **Robert:** Yes, according to the 7 compliance efforts. **Commissioner Watson:** There's not a lot to like on this. To have a project by law at 13%BR and 3% women considered in compliance is extremely insulting to folks in the City of Boston and I'm disappointed that the Developer is not here. Part of this is incumbent on the Commission. Is this a file-sub project? **Shelley Webster (In Order Business Development):** We do not treat the rubric and 7 compliances as the measure to be in good standing. We emphasize to our contractors that we are looking at the numbers. In the aftermath of the pandemic, we had a big work stoppage and it's been difficult restarting. We called Corrective Action meetings. We're looking at actual participation as the benchmark for success on this project. **Commissioner Watson:** Were you or Wingate involved with procurement and who had final say on subcontractors? **Shelley:** When I joined, the subcontractors were already signed up. The Columbia team in place now was not a part of choosing the subcontractors and the team that was is no longer a part of the project. **Commissioner Watson:** Given your track record, I didn't think these subcontractors based on their shameful numbers with respect to BRJP would have made it through your vetting process. We need the Developers, particularly projects that are not file-sub bid, to be partners in our push for compliance in equity and inclusion in Boston. There are 3 "redflag" contractors here doing poorly - Manafort Precision (62,000 wkhrs - 16%BR, 18%POC, 2%F), WL French Excavating (93,000 wkhrs – 18%BR and 19%POC) and NER Construction (100,000 wkhrs – 20%BR, and 3%F). With this amount of hours, either you don't know how to or you're unwilling to comply with equity and inclusion. Not living up to contractual obligations to hire BR, POC and women is frustrating. This must be about the lowest bid, and if so, it's incumbent for the BRJP office to have communications with the major Developers and provide tools that during the procurement process they will have the list of subcontractors not committed to the BRJP standards of equity and inclusion and to provide a list of those who are about racial equity, gender equity and opportunity for residents. Those subcontractors who are on the line, please feel free to speak to your history, however, the numbers speak for themselves. **Tony LoConte (NER Construction):** Having technical difficulties in responding. **Commissioner Espinoza-Toro:** What are the main actions that will be taken moving forward to bring project into compliance? **Shelley:** I had an extensive conversation with Jessica French (WL French Excavating). She asked for suggestions or recommendations. They're doing pretty good with POC and residents relative to Laborers. The Operating engineers is bringing their numbers down, which that has been a trade that always proposes a challenge. She talked about doing an internal

apprenticeship program to build up her POC/BR numbers. I suggested she connect with Building Pathways as it's a pathway to apprenticeship with the unions. She should be reaching out to Mary Vogel and I will follow-up. In regards to subcontractors on this call (those coming up with the most hours) they are reporting that they will be meeting the numbers with the exception of females. When they come on site, we will pay close attention to these stated projections. Inner City Fire proofing (MBE) is strong with POC/BR participation, Aldon Electric out of 3 workers they have 1 POC and they will be increasing to 5 people in November, 7 in December and expecting exceeding BR/POC and at 14% on female goal by December. **Commissioner Espinoza-Toro:** Do you have the support you need? **Shelley:** In regards to Boston Residents, we're hearing that the supply is not there (not so much with females and people of color). Although, I've been looking for work for a seasoned female who is a person of color and a Boston resident Machine Operator. She's been desperately looking for work, can't get enrolled in the Machine Operator's union. I think Local 4 should be aggressively pursuing someone like that. If there are non-union people who are experienced, they should have access. I don't understand the problem. **Robert:** From a monitoring perspective, it would be extremely helpful to have more participation and corroboration from the unions. **Commissioner Watson:** I commend Columbia for bringing Shelley on, but she's been dealt a challenging hand. Are there any subcontractors on the line that would like to comment on how to increase your workforce? **Tim Harvey (Manafort Precision):** We do take it seriously and certainly can do better. The biggest challenge is Boston Residents. We work in multiple geographies. We don't always have jobs in the City of Boston. That's not an excuse, just a challenge. We are open to ideas. **Commissioner Watson:** It's helpful that you acknowledge the specific challenge and we look forward to help you figure it out as a team. We had a similar situation with Wayne Griffin Electric. They responded very positively to the Commission and have made a complete transformation. **Commissioner Francis:** I've heard a lot of reference to Madison Park and Building Pathways and that's absolutely the direction to move in and still the need is greater than those pipelines. There are many other training organizations. Every contractor/investor should have a training component (investment approach). This is a communal challenge to solve by the City of Boston, Educators, BPS, Public Sector and the Private Sector which has generated a lot of wealth from real estate. They can build \$375M buildings, but can't invest \$3M in workforce training programs? This is a disconnect and is absolutely a solvable problem. I challenge all subs/contractors and larger companies to make actual cash investments in growing the pipeline. It is very eye opening to hear people say the same things over and over. **Commissioner Burton:** I agree with Dr. Francis 100%. Are there any contractors on the line with a response? **Shelley:** We did invite Aldon Electric and NER Construction. **Brandon Dilgad (Aldon Electric):** We have a pretty good reputation. **Commissioner Burton:** Do you have a plan and what are your current stats? **Brandon:** Currently project 2 Electricians – Minority and Women (Nov/Dec). Alston Job has people of color and Boston residents that will be moved over at the completion of that project to help with this project. **Robert:** Aldon Electric's numbers at the time this report was prepared is 1,012 wkhrs, 5 workers, 0%BR, 18%POC and 0%F. There would need to be significant improvement to meet the goals. What are the challenges previously to ramp up for this project? Do you plan to address from internal, outreach to union halls? **Brandon:** We project more internal and will reach out to the halls if needed. **Robert:** You have the adequate workforce internally to meet the BRJP goals for BR/POC/F? **Brandon:** Yes. **Commissioner Watson:** Your historical numbers say otherwise and I'm troubled that you think you are internally prepared when your 30% off where you need to be. Based on the 98,000 workhours that Aldon Electric worked in the City of Boston, \$300,000 should have gone to BR/POC/F. **Robert,** I reached out to Lou Antonellis of IBEW 103 (this Local talks about diversity the way others don't). He expressed that he had a conversation and this was supposed to ramp up. Perhaps we can have an additional conversation, if improvement isn't made. **Brandon:** I didn't understand our company's total numbers. 2 of 3 projects we manage have good numbers (7 and 37N). **Commissioner Watson:** I don't think those are BRJP projects (they were not listed on Aldon's BRJP Contractor History stats). **Brandon:** I will talk to my boss and we will do what we have to do to meet the requirements. **Tony LoConte (NER Construction):** NER is currently making a concerted effort to improve on all of our Boston projects. You will see improvements going forward. **Commissioner Watson:** Thank you for that Tony. The past is generally an indicator of a pattern. We don't give up on contractors though. Please reach out to the BRJP team early on with any problems.

Public: Mary Vogel (Building Pathways): Building Pathways is recruiting now for their training cycle in February 2021. Those interested can register for an info session at buildingpathwaysboston.org. **Jordana Monteiro (Building Pathways):** What other training programs are there? **Commissioner Watson:** North Bennet Street School, Compliance Mentor Group (Nicole Richer). **Commissioner Francis:** Benjamin Franklin Institute's HVAC program (www.bfit.edu) and the Peoples Academy in Grove Hall. **Robert:** I'm open to various resources and would welcome engaging further conversation. **Janet Jones:** Is the Longwood Towers II high-end living apartments for the rich and not employing people that need the money? **Vrajesh Patel (Columbia):** The Wingate team is not

projecting this for high-end. It is in the hospital/school area and is for the demographic of doctors, nurses and grad students. **Commissioner Burton:** To drill down on Ms. Jones, question, if it's not affordable or luxury, is it Market rate? What's the average size of the units? That would give some clarity. **Vrajesh Patel:** Studio is roughly 1,000 sqft and 2 BR is 1,500 – 1,700sqft. **Nicole Richer (TCMG):** If there were more people of color in management in the construction industry, it might assist in hiring more trades people of color. This needs to be said to big firms who are doing well with BRJP numbers in diversity across the board. **Commissioner Watson:** Celina, let's schedule a time to speak with Nicole so we can be more intentional about formalities around BRJP's ecosystem. The document Kim Odom provides should be revisited quarterly or bi-annually to update with additional resources. **Anonymous:** PJ Dionne numbers are always bad, why is that? **Barry Keady (Local 12 – Plumbers):** We are happy to help PJ Dionne. They should be able to make their numbers. This project is helped by Union pension money. It's not for profit. In regards to the elevator construction, it's a dangerous trade and they cannot train remotely. **Commissioner Watson:** Next review at 50% (or 3 months).

C. CIP 19-32 Highway Reconstruction

Duration: 17 mins.

Present: Marie MacDonald (Public Works), Ray Susi (Mario Susi & Son) and Manuel Barbosa (BRJP Construction Monitor)

Project Overview: 2,319 wkhrs, 61%BR, 39%POC, 4%F

Commissioner Watson: Ray, I just want to recognize how much you are trying to do the right thing. 18 months ago the project wasn't anywhere close to where it should have been. You owned it and asked for time to do better. This is the 3rd consecutive project that has come before the BEC and it shows your commitment and progress. **Ray Susi (Mario Susi & Son):** I remember that meeting. Thank you for your patience and giving us the opportunity to improve. **Manuel Barbosa (BRJP Construction Monitor):** Ray always reaches out to me and shows he has turned his company into one that should get work from the City of Boston. **Commissioner Watson:** Do you outsource line striping? **Ray:** That would be about the only thing we out source and it would be towards the end. It may be Markings Inc., but that hasn't been decided. **Commissioner Watson:** Have you ever heard of City Seal Coating? The owners name is Keith Cheney, it's a MBE company out of Andover, MA. I'd like to introduce you to him via email for a potential subcontractor consideration. **Ray:** I'm not aware of this company and would welcome the introduction. **Commissioner Burton:** Good to see that things can be turned around. Perhaps we can create a best practice of subcontractors that self-perform or those that have a large subcontractor base (\$2M-\$5M) and amplify those doing good work. **Commissioner Watson:** Celina, Commissioner Burton just brought up a good point and under the New Ordinance it speaks to creating a list of non-compliance contractors to give to the procurement department as a red flag not to consider. In the same token, we could create a list of contractors to consider. **Commissioner Burton:** I like that idea, but also keeping in mind to leave room for those M/WBEs that are usually left out.

Public: Janet Jones (Boston Jobs Coalition): I live around the corner from the Susi Yard. There's been controversy about a small house built by Susi (Labor from Maine). We like to see local projects reflect the same standards as the big ones. The other issue is the big pile of gravel that Susi has in their yard that sticks out above the wall between them and the elementary school. I'd like to see them cap the pile. **Ray:** Not a problem. We always like to work with our neighbors.

September 16, 2020 Minutes approved (Commissioners Watson, Espinoza-Toro, Burton and Broomstein).

IV. **DIRECTOR'S REPORT:**

Duration: 6 mins.

Celina Barrios-Millner (Equity and Inclusion Director): BEC Orientation/Training was held October 15, 2020. Commissioner Broomstein we will get the recording to you. We need to schedule a second training (1 hr) to finish looking at the Ordinances and Monitoring Process. Kim will be reaching out. Just ended CSL workshop and graduated another class of people ready to take their CSL exam (Residents, People of Color and Women gain greater skills and greater opportunities). CSL and OSHA are two of the offerings we have. We have Nicole Richer (The Compliance Mentor Group) here today, she designed an amazing summer program to expose teenagers/high school age to construction in an 8 week series. This was recommended by Councilor Edwards. We are open to

developing new programs where you see opportunities or you want to partner. **Commissioner Broomstein:** I tried to get that class. **Celina:** We will do another and keep you on the wait list.

Director's report accepted (Commissioners Watson, Espinoza-Toro and Burton).

Hearing adjourned at 3:45 pm.