

105 WEST FIRST STREET

March 17, 2021

Developer: Delaware Limited Liability Co.

Owner Representative: Breakthrough Properties/Tishman Speyer

Development Impact Project Plan (DIPP)

General Contractor: Consigli Construction

Construction Cost: \$119,000,000

Construction Period: 02/2020-06/2022

Construction Monitor: Pamela Ruffo

Completion Percentage: 45%

BRJP Goals: **50% Resident** **25% People of Color** **10% Female**

Project Description:

The Project consists of the demolition of the existing building at the property known as 105 West First Street in the South Boston neighborhood of Boston, and the construction of a new, approximately 250,000 square foot, seven story building to contain primarily office and/or research and development uses, a below-grade garage with parking for approximately 35 vehicles, and related streetscape, landscape and site improvements.

Boston Employment Commission: Project Review

I. Overall Numerical Compliance

Report Run Date: 03/04/21

Includes Work Records from: 01/31/20 - 02/28/21

# Workhours	# Workers	# Contractors	% Residents	% People of Color	% Female
56,793	412	13	22%	28%	4%

II. Numerical Compliance by Major Trades

Report Run Date: 03/04/21

Includes Work Records from: 01/31/20 - 02/28/21

Trade	# of Work hours	# of Workers	% Resident	% People of Color	% Female
Laborer	17,863	121	23%	24%	0%
Iron Worker	17,142	109	18%	34%	6%
Carpenter	12,226	62	31%	32%	5%
Equipment Operator	4,243	39	0%	2%	9%
Piledriver	1,585	14	31%	56%	11%

III. Numerical Compliance by Major Contractor

Report Run Date: 03/04/21

Includes Work Records from: 01/31/20 - 02/28/21

Contractor	# of Work hours	# of Workers	% Resident	% People of Color	% Female
S&F Concrete	21,356	88	35%	47%	5%
<i>S&F Concrete employs Carpenters, Equipment Operators, Laborers & Masons</i>					
Daniel Koury Const.	11,603	102	25%	34%	3%
<i>Daniel Koury Const. employs Iron Workers</i>					
James W. Flett Co. Inc.	6,453	36	27%	19%	6%
<i>James W. Flett Co. Inc. employs Equipment Operators & Laborers</i>					
Riggs Contracting, Inc.	5,846	36	19%	20%	2%
<i>Riggs Contracting, Inc. employs Carpenters, Equipment Operators, Laborers & Masons</i>					
Lund Rebar	5,143	78	23%	34%	7%
<i>Lund Rebar Services employs Iron Workers</i>					

Highlights & Concerns:

- The project had a BEC Special Presentation on 06/17/20. The Project is 45% complete.
- Consigli Construction payroll submissions are within the 7 day BRJP submission goal for all subcontractors.
- Consigli Construction resident verification is at 80% verified, and they continue to work towards reaching the 90% resident verification goal.
- All top five subcontractors are struggling with resident participation. A corrective action meeting was held on February 4, 2021 for James W. Flett, Riggs Contracting and S&F Concrete. Attached are their corrective action plans. Riggs Contracting recently added a Resident/POC laborer Shundale Wilson on 03/02/21. Daniel Koury 2nd largest subcontractor & Lund Rebar the 4th largest subcontractor were unsuccessful attaining residents from Local 7 Iron workers union. Attached are their work request forms: Daniel Koury 10 request & Lund Rebar 2 request.
- JC Cannistraro leads the project on overall workforce participation: Resident 81%, POC 48% & Female 5%.
- Laborer trade is 1st largest trade onsite with low resident participation 23% and 0% female participation. POC participation is 24%.
- Consigli Construction has been a strong partner through their excellent Outreach efforts. Their partnerships & resources include: PGTI, AGC Diversity & Inclusion Committee, NAWIC, MMCA, ACE Mentor Program of Greater Boston, Building Pathways (Boston, Worcester, Springfield), Subcontractor Diversity Information Series, Recruiting, BFIT, Pacesetters & Specialized Career Guidance (SCG). Additional information is included in the 19 page document.

RECOMMENDATIONS: The BRJP Office recommends that Consigli Construction:

- Follow up with the Laborers business agent with regard to current status of available resident & female laborers. As well as build a stronger communication between the business agent & the subcontractors that employ laborers on the project.
- Follow up with the following subcontractors to confirm corrective action plans are being met: James W. Flett, Riggs Contracting & S&F Concrete.
- To continue to reinforce to all subcontractors to remain proactive in efforts to meet the employment standards for the duration of construction. And to provide documentation that substantiates on-going effort to address deficiencies.
- Continue providing information about pre-apprenticeship programs, such as Building Pathways and Youth Build. As well encourage subcontractors to establish partnerships with Madison Park High School.

ATTACHMENTS:

- PROJECT STATISTICAL REPORT *by trade*
- PROJECT STATISTICAL REPORT *by contractor*
- HISTORY REPORT FOR TOP 5 CONTRACTORS
 - S&F Concrete
 - Daniel Koury Construction
 - James W. Flett
 - Riggs Contracting
 - Lund Rebar
- WORK REQUEST FORMS
 - Daniel Koury-10 requests
 - Lund Rebar- 2 requests
- CORRECTIVE ACTION LETTERS
 - James W. Flett
 - Riggs Contracting
 - S&F Concrete
- CONSIGLI CONSTRUCTION OUTREACH EFFORTS