

## Boston Employment Commission Project Review

---

### **7 INK (217 Albany Street) June 16th, 2021**

**Developer:** National Development

**Awarding Authority:** BPDA

**General Contractor:** Cranshaw Construction

**Construction Cost:** \$ 52,000,000      **Construction Period:** 11/01/2019 - 02/22/2022

**Project Completion Percentage:** 58%

**Construction Monitor:** Takara Hamilton

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

---

#### **Project Description:**

7 INK is the seventh and final building at Ink Block in the South End. The project is located on a full block bounded by Harrison, Traveler, Albany, and Herald Streets and was the former location of the Boston Herald newspaper. Ink Block also includes three apartment buildings, two condominium buildings, a hotel, Whole Foods Market, and other restaurants and retail stores. The 14 story building will include 180 residential units and is Boston's first large-scale co-living community. Included in the building are extensive common areas for residents, including a ground-level garden area and rooftop amenity space. National Development is the developer, Elkus Manfredi is the architect, and Cranshaw Construction is the general contractor.

## Boston Employment Commission Project Review

---

### I. Overall Numerical Compliance

Report Run Date: 06/03/21

Includes Work Records from 11/01/19-06/03/21

# Work hours	# Workers	# Contractors	% Residents	% People of Color	% Female
140,906.25	593	17	21.9%	27%	9.9%

### II. Numerical Compliance by Major Trades

Report Run Date: 06/03/21

Includes Work Records From 11/01/19-06/03/21

Trade	# of Work hours	# of Workers	% Resident	% People of Color	% Female
<b>Carpenter</b>	31,053.0	104	18.1	25.6	4.9
<b>Laborer</b>	25,580.5	121	28.6	41.7	10.5
<b>Iron Worker</b>	20,446.5	103	24.8	29.6	8.3
<b>Electrician</b>	13,185.5	39	34.7	42.1	14.9
<b>Plumber</b>	10,420.0	21	21.1	16.5	21.1

### III. Numerical Compliance by Major Contractor

Report Run Date: 06/03/21

Includes Work Records From 11/01/19-06/03/21

Contractor	# of Wrkhrs	# of Workers	% Resident	% People of Color	% Female
<b>Save On Wall</b>	23,538.0	51	13.3	29.5	3.3
<b>Marguerite Concrete</b>	15,859.0	206	11.8	23.9	5.6
<b>Boss Steel</b>	14,867.50	57	22.5	23.5	21.2
<b>Frontline (WBE)</b>	14,271.5	14	31.6	42.9	17.7
<b>Aldon Electric</b>	13,185.5	39	34.7	42.1	14.9

## Boston Employment Commission Project Review

---

### BRJP Highlights and Concerns

1. Female % is 9.9. Female % has increased by 5.0% since June 2020.
2. Resident % has increased by 5% since June 2020.
3. POC % has increased by 4% since June 2020.
4. Resident Verification forms are at 90%.

**Summary of Efforts Below:** *(All efforts are also attached at the end of project review)*

### **Beacon Fire Protection:** *On-site since December 2020.*

- Beacon Fireproof is not hiring but did hire two Boston resident minorities in January 2021 when asked to increase diversity on the project.
- The BPDA was informed that upon hiring, they would search for BRJP qualified workers.

### **EM Duggan:** *On-site since September 2020.*

- EM Duggan has had one corrective action meeting on May 27th, 2021, to discuss efforts.
- EM Duggan has solidified their BFEs via a Plumbing Internship program with Madison Park high and hiring recent graduates from Building Pathways.
- They hired four kids from Madison Park, 2 Juniors, 2 Seniors. All participating Students must maintain a specific grade point average. EM Duggan pays for transportation two and from sites. Each student earns 17/18 dollars an hour and works 40 hours a week.
- The program starts from freshmen year and ends when they are Seniors. Every kid is guaranteed to work in the shop. The goal is to get one kid into local 12 every year.
- EM Duggan is hoping to provide life skills, financial literacy, and earning opportunities.

## Boston Employment Commission Project Review

---

### **Frazier Metal:** *On-site since November 2020*

- Frazier Metal hired 5 BRJP compliant workers.
- They have hired 1 Resident female worker, one resident worker, two minority workers, and a Boston resident minority female worker.

### **Fred Williams:** *Onsite since October 2020.*

- Fred Williams has hired 2 Boston resident workers, one minority worker, and one Boston resident Minority worker.
- They are looking to hire a female minority worker.

### **Ipswitch Bay Glass Company:** *On-site since February 2020*

- With the help of Joe Nardelli from district council 35, Ipswitch Bay Glass hired a Boston resident from Jamaica Plain.

### **Mar Crane Rigging:** *On-site since November 2020.*

- Marr Crane has kept two consistent workers; one female worker and One nonresident male worker.

### **Save On Wall:** *On-site since October 2020*

- Save On Wall has been struggling with Females, Boston Residents, and POC. With Unsuccessful attempts to hire from Union Hall, Save on Wall was connected to Mary Vogel of Building Pathway. Mary Vogel connected Save On Walls to her Program Director Jordana Monteiro, who will work with Save On Wall to hire new grad carpenters and Tapers.

## Boston Employment Commission Project Review

---

### List of active Subcontractors

1. Aldon Electric - Efforts attached.
2. Beacon Fire Protection - Efforts attached.
3. Beacon Water Protection - Efforts attached.
4. CARR H. SONS
5. EM DUGGAN - Efforts attached.
6. Frazier Metals - Efforts attached.
7. Fred Williams - Efforts attached.
8. Frontline
9. Ipswitch Bay Glass Company -Efforts attached.
10. Marguerite - Efforts attached.
11. Marr Crane & Rigging
12. Marshall Roofing Company
13. Save On Walls - Efforts attached.
14. Water Iron Works

### **RECOMMENDATIONS: The BPDA Office recommends that –**

- **BPDA and Cranshaw will continue to apply pressure on subcontractors to increase their performance on site.**
- **Follow up with Marguerite when they return to the site to discuss diversity efforts.**
- **Follow up with Beacon Fire Protection to discuss possible hires for the summer.**
- **Follow up with Danny Dumont (Save On Walls), Jordana Monteiro, and Mary Vogel on potential hires.**
- **Follow up with Jim Rubin to obtain more diverse candidates for Ipswitch Bay Glass.**
- **Continue to support our subcontractors and encourage them to make the necessary steps towards meeting the diversity goals.**
- **Continue to connect our subcontractors with pre-apprenticeship programs and other union programs.**

## Boston Employment Commission Project Review

---

For reviews under the New Ordinance, please use the outline below. Note this is an example. Please answer according to the status of the project in review:

### Enforcement of 7 Compliance Efforts: *The Arthaus*

- o Pre-construction meeting - in compliance
- o Weekly payroll submission (On Time ) –In Compliance
- o Corrective Action meeting - in compliance
- o Boston Employment Commission Meeting– in compliance
- o Providing communications/confirmations – in compliance
- o Jobs Bank Referral(s) – does not apply
- o Boston Resident Verifications – 90%

## ATTACHMENTS:

- PROJECT STATISTICAL REPORT *by trade*
- PROJECT STATISTICAL REPORT *by the contractor*
- BEST FAITH EFFORTS DOCUMENTATION
- HISTORY REPORT FOR CONTRACTORS - Separate Packet

### **Effort Communications: Page 6-17**

*Please also see separate EM Duggan BFE Packet*

# Boston Redevelopment Authority Statistical Report

Project: 71NK

Project Type: Union

Project Date: From: 11/01/2019 To: 02/01/2022

Gen.Cont: CRANSHAW CONSTRUCTION

	Total Hours	Minority Hours	Minority Percent	Female Hours	Female Percent	Resident Hours	Resident Percent	Total Employed	Minority Employed	Female Employed	Resident Employed
<b>Contractor: ALDON ELECTRIC, INC.</b>											
ELECTRICIAN	13,185.50	5,546.00	42.1%	1,962.00	14.9%	4,578.00	34.7%	39	13	4	7
12/1/2019 through 05/26/2021											
<b>Totals for Contractor:</b>	<b>13,185.50</b>	<b>5,546.00</b>	<b>42.1%</b>	<b>1,962.00</b>	<b>14.9%</b>	<b>4,578.00</b>	<b>34.7%</b>	<b>39</b>	<b>13</b>	<b>4</b>	<b>7</b>

## Contractor: BEACON FIE PROTECTION

SPRINKLER FITTER	2,594.00	620.00	23.9%	0.00	0.0%	620.00	23.9%	7	1	0	1
12/1/2020 through 05/21/2021											
<b>Totals for Contractor:</b>	<b>2,594.00</b>	<b>620.00</b>	<b>23.9%</b>	<b>0.00</b>	<b>0.0%</b>	<b>620.00</b>	<b>23.9%</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>1</b>

## Contractor: BEACON WATERPROOFING

BRICKLAYER	1,055.00	210.50	20.0%	0.00	0.0%	367.50	34.8%	19	4	0	7
LABORER	81.50	3.00	3.7%	0.00	0.0%	78.50	96.3%	3	1	0	2
OILER	16.00	0.00	0.0%	0.00	0.0%	16.00	100.0%	1	0	0	1
07/10/2020 through 05/28/2021											
<b>Totals for Contractor:</b>	<b>1,152.50</b>	<b>213.50</b>	<b>18.5%</b>	<b>0.00</b>	<b>0.0%</b>	<b>462.00</b>	<b>40.1%</b>	<b>23</b>	<b>5</b>	<b>0</b>	<b>10</b>

## Contractor: BOSS STEEL

EQUIPMENT OPERATOR	2,015.50	0.00	0.0%	2,015.50	100.0%	0.00	0.0%	2	0	2	0
IRON WORKER	12,852.00	3,500.00	27.2%	1,140.00	8.9%	3,352.00	26.1%	55	19	5	21
07/26/2020 through 05/02/2021											
<b>Totals for Contractor:</b>	<b>14,867.50</b>	<b>3,500.00</b>	<b>23.5%</b>	<b>3,155.50</b>	<b>21.2%</b>	<b>3,352.00</b>	<b>22.5%</b>	<b>57</b>	<b>19</b>	<b>7</b>	<b>21</b>

# Boston Redevelopment Authority Statistical Report

Project Type: Union

Project: 7INK

Project Date: From: 11/01/2019 To: 02/01/2022

Gen.Cont: CRANSHAW CONSTRUCTION

	Total Hours	Minority Hours	Minority Percent	Female Hours	Female Percent	Resident Hours	Resident Percent	Total Employed	Minority Employed	Female Employed	Resident Employed	
<b>Contractor: CARR, H. &amp; SONS, INC.</b>												
CARPENTER	22.00	6.00	27.3%	0.00	0.0%	0.00	0.0%	4	2	0	0	
FIRE PROOFING SPRAY	161.00	0.00	0.0%	0.00	0.0%	0.00	0.0%	2	0	0	0	
LABORER	1,355.00	750.00	55.4%	172.00	12.7%	217.00	16.0%	7	3	1	2	
PLASTERER	538.00	6.00	1.1%	0.00	0.0%	0.00	0.0%	4	1	0	0	
10/30/2020 through 05/14/2021												
<b>Totals for Contractor:</b>	<b>2,076.00</b>	<b>762.00</b>	<b>36.7%</b>	<b>172.00</b>	<b>8.3%</b>	<b>217.00</b>	<b>10.5%</b>	<b>17</b>	<b>6</b>	<b>1</b>	<b>2</b>	

## Contractor: DUGGAN, E.M. INC.

PLUMBER	10,421.00	1,723.00	16.5%	2,197.00	21.1%	2,204.00	21.1%	21	3	4	4	
09/13/2020 through 05/30/2021												
<b>Totals for Contractor:</b>	<b>10,421.00</b>	<b>1,723.00</b>	<b>16.5%</b>	<b>2,197.00</b>	<b>21.1%</b>	<b>2,204.00</b>	<b>21.1%</b>	<b>21</b>	<b>3</b>	<b>4</b>	<b>4</b>	

## Contractor: FRAZIER SHEET METAL

SHEETMETAL WORKER	8,960.00	1,872.00	20.9%	264.00	2.9%	1,072.00	12.0%	19	4	2	3	
11/07/2020 through 05/29/2021												
<b>Totals for Contractor:</b>	<b>8,960.00</b>	<b>1,872.00</b>	<b>20.9%</b>	<b>264.00</b>	<b>2.9%</b>	<b>1,072.00</b>	<b>12.0%</b>	<b>19</b>	<b>4</b>	<b>2</b>	<b>3</b>	

## Contractor: FRED WILLIAMS INC

PIPEFITTER	5,871.00	219.00	3.7%	103.00	1.8%	1,200.00	20.4%	20	2	1	3	
10/18/2020 through 05/23/2021												
<b>Totals for Contractor:</b>	<b>5,871.00</b>	<b>219.00</b>	<b>3.7%</b>	<b>103.00</b>	<b>1.8%</b>	<b>1,200.00</b>	<b>20.4%</b>	<b>20</b>	<b>2</b>	<b>1</b>	<b>3</b>	



# Boston Redevelopment Authority Statistical Report

Project Type: Union

Project: 7INK

Project Date: From: 11/01/2019 To: 02/01/2022

Gen.Cont: CRANSHAW CONSTRUCTION

	Total Hours	Minority Hours	Minority Percent	Female Hours	Female Percent	Resident Hours	Resident Percent	Total Employed	Minority Employed	Female Employed	Resident Employed
<b>Contractor: FRONTLINE INC.</b>											
WBE											
LABORER	14,271.50	6,125.50	42.9%	2,528.50	17.7%	5,347.50	37.5%	14	5	1	5
05/23/2020 through 05/22/2021											
<b>Totals for Contractor:</b>	<b>14,271.50</b>	<b>6,125.50</b>	<b>42.9%</b>	<b>2,528.50</b>	<b>17.7%</b>	<b>5,347.50</b>	<b>37.5%</b>	<b>14</b>	<b>5</b>	<b>1</b>	<b>5</b>

## Contractor: IPSWICH BAY GLASS COMPANY, INC.

CARPENTER	4,155.50	1,509.00	36.3%	0.00	0.0%	2,599.50	62.6%	20	6	0	9
GLAZIER	5,633.00	493.50	8.8%	0.00	0.0%	889.50	15.8%	31	2	0	3
IRON WORKER	1,241.00	0.00	0.0%	408.50	32.9%	0.00	0.0%	4	0	1	0
02/15/2020 through 05/22/2021											
<b>Totals for Contractor:</b>	<b>11,029.50</b>	<b>2,002.50</b>	<b>18.2%</b>	<b>408.50</b>	<b>3.7%</b>	<b>3,489.00</b>	<b>31.6%</b>	<b>55</b>	<b>8</b>	<b>1</b>	<b>12</b>

## Contractor: MANAFORT TRANSIT

CARPENTER	115.00	57.50	50.0%	0.00	0.0%	0.00	0.0%	2	1	0	0
DIVER	106.00	0.00	0.0%	0.00	0.0%	0.00	0.0%	1	0	0	0
EQUIPMENT OPERATOR	2,340.50	808.00	34.5%	0.00	0.0%	0.00	0.0%	11	2	0	0
LABORER	3,578.50	759.00	21.2%	0.00	0.0%	719.00	20.1%	19	2	0	1
PILEDRIIVER	215.00	0.00	0.0%	0.00	0.0%	59.50	27.7%	4	0	0	1
11/16/2019 through 12/12/2020											
<b>Totals for Contractor:</b>	<b>6,355.00</b>	<b>1,624.50</b>	<b>25.6%</b>	<b>0.00</b>	<b>0.0%</b>	<b>778.50</b>	<b>12.3%</b>	<b>37</b>	<b>5</b>	<b>0</b>	<b>2</b>

# Boston Redevelopment Authority Statistical Report

Project Type: Union

Project: 7INK

Project Date: From: 11/01/2019 To: 02/01/2022

Gen.Cont: CRANSHAW CONSTRUCTION

	Total Hours	Minority Hours	Minority Percent	Female Hours	Female Percent	Resident Hours	Resident Percent	Total Employed	Minority Employed	Female Employed	Resident Employed	
<b>Contractor: MARGUERITE CONCRETE INC</b>												
CARPENTER	5,985.00	1,651.00	27.6%	678.50	11.3%	449.00	7.5%	40	11	3	5	
CARPET LAYERS	419.00	121.00	28.9%	0.00	0.0%	0.00	0.0%	11	2	0	0	
CEMENT MASON	905.50	19.50	2.2%	46.50	5.1%	8.00	0.9%	26	2	1	1	
ELECTRICIAN	16.00	0.00	0.0%	0.00	0.0%	0.00	0.0%	1	0	0	0	
EQUIPMENT OPERATOR	295.00	32.50	11.0%	0.00	0.0%	0.00	0.0%	11	1	0	0	
IRON WORKER	2,964.50	483.50	16.3%	156.00	5.3%	369.50	12.5%	34	11	3	7	
LABORER	3,955.50	1,286.00	32.5%	0.00	0.0%	794.00	20.1%	56	20	0	8	
STEAMFITTER	1,318.50	191.00	14.5%	0.00	0.0%	258.00	19.6%	27	9	0	1	
11/16/2019 through 05/22/2021												
<b>Totals for Contractor:</b>	<b>15,859.00</b>	<b>3,784.50</b>	<b>23.9%</b>	<b>881.00</b>	<b>5.6%</b>	<b>1,878.50</b>	<b>11.8%</b>	<b>206</b>	<b>56</b>	<b>7</b>	<b>22</b>	

## Contractor: MARR CRANE & RIGGING

ELEVATOR CONST (MEC)	117.00	0.00	0.0%	0.00	0.0%	15.00	12.8%	7	0	0	2	
EQUIPMENT OPERATOR	2,211.50	0.00	0.0%	1,123.00	50.8%	0.00	0.0%	4	0	1	0	
TRUCK DRIVER	20.00	0.00	0.0%	0.00	0.0%	0.00	0.0%	2	0	0	0	
11/22/2020 through 05/16/2021												
<b>Totals for Contractor:</b>	<b>2,348.50</b>	<b>0.00</b>	<b>0.0%</b>	<b>1,123.00</b>	<b>47.8%</b>	<b>15.00</b>	<b>0.6%</b>	<b>13</b>	<b>0</b>	<b>1</b>	<b>2</b>	

## Contractor: MARSHALL ROOFING COMPANY, INC.

ROOFER	1,334.00	654.00	49.0%	8.00	0.6%	24.00	1.8%	13	9	1	3	
02/20/2021 through 05/29/2021												
<b>Totals for Contractor:</b>	<b>1,334.00</b>	<b>654.00</b>	<b>49.0%</b>	<b>8.00</b>	<b>0.6%</b>	<b>24.00</b>	<b>1.8%</b>	<b>13</b>	<b>9</b>	<b>1</b>	<b>3</b>	

# Boston Redevelopment Authority Statistical Report

Project Type: Union

Project: 7INK

Project Date: From: 11/01/2019 To: 02/01/2022

Gen.Cont: CRANSHAW CONSTRUCTION

	Total Hours	Minority Hours	Minority Percent	Female Hours	Female Percent	Resident Hours	Resident Percent	Total Employed	Minority Employed	Female Employed	Resident Employed
<b>Contractor: SAVE ON WALLS</b>											
CARPENTER	20,775.50	4,751.50	22.9%	853.00	4.1%	2,586.00	12.4%	38	11	1	6
LABORER	2,338.50	1,756.50	75.1%	0.00	0.0%	165.00	7.1%	11	7	0	3
TAPER	424.00	424.00	100.0%	0.00	0.0%	384.00	90.6%	2	2	0	1
10/31/2020 through 05/22/2021											
<b>Totals for Contractor:</b>	<b>23,538.00</b>	<b>6,932.00</b>	<b>29.5%</b>	<b>853.00</b>	<b>3.6%</b>	<b>3,135.00</b>	<b>13.3%</b>	<b>51</b>	<b>20</b>	<b>1</b>	<b>10</b>

<b>Contractor: VYNORIUS PILEDIVING INC.</b>											
CRANE OPERATOR	628.00	0.00	0.0%	0.00	0.0%	0.00	0.0%	3	0	0	0
ELEVATOR CONST (MEC)	47.25	0.00	0.0%	0.00	0.0%	0.00	0.0%	1	0	0	0
EQUIPMENT OPERATOR	433.00	0.00	0.0%	0.00	0.0%	0.00	0.0%	3	0	0	0
OILER	336.00	0.00	0.0%	262.50	78.1%	0.00	0.0%	2	0	1	0
PILEDRIVER	2,210.00	801.50	36.3%	0.00	0.0%	1,131.00	51.2%	10	5	0	6
02/01/2020 through 08/01/2020											
<b>Totals for Contractor:</b>	<b>3,654.25</b>	<b>801.50</b>	<b>21.9%</b>	<b>262.50</b>	<b>7.2%</b>	<b>1,131.00</b>	<b>31.0%</b>	<b>19</b>	<b>5</b>	<b>1</b>	<b>6</b>

<b>Contractor: WATERTOWN IRON WORKS</b>											
IRON WORKER	3,389.00	2,079.00	61.3%	0.00	0.0%	1,364.00	40.2%	10	3	0	2
10/10/2020 through 05/29/2021											
<b>Totals for Contractor:</b>	<b>3,389.00</b>	<b>2,079.00</b>	<b>61.3%</b>	<b>0.00</b>	<b>0.0%</b>	<b>1,364.00</b>	<b>40.2%</b>	<b>10</b>	<b>3</b>	<b>0</b>	<b>2</b>

<b>Totals for Project:</b>	<b>140,906.25</b>	<b>38,459.00</b>	<b>27.3%</b>	<b>13,918.00</b>	<b>9.9%</b>	<b>30,867.50</b>	<b>21.9%</b>	<b>593</b>	<b>160</b>	<b>32</b>	<b>111</b>
Report is for 17 contractors											

# Boston Employment Commission Project Review

---

## Aldon Electric

**Brandon Dilgard** <b.dilgard@aldonelectric.com>  
to me, Adam, Cynthia ▾

Feb 25 2020 4:47 PM ☆ ↶ ⋮

Takara,

Adam relayed your concern over our workforce at Ink 7. I assure you we will conform to the BRA requirements as best as possible. Currently we have one minority of the two current workers on site.

Continuing to move forward we will supplement our workforce for this project with our best efforts to meet the requirements set by the BRA. Those efforts will include moving current workers that meet these requirements from other projects to this project, along with working with our BA for any new hires necessary to supplement the growing workforce for this project.

As Adam explained to you earlier, we are a ways away, at least a few months before our workforce substantially grows.

During that time if you have any questions or concerns feel free to reach out to me via email or my listed cell below.

Thanks,

# Boston Employment Commission Project Review

---

## Beacon Fire Protection

- *Beacon Fire Protection has not hired any more workers since January 2021*

John Drysdale <jdrysdale@beaconfire.biz>

Sun, Feb 28, 12:13 PM ☆ ↩ ⋮

to Adam, Michael me ▾

Adam,

While our numbers appear to be low, there is an explanation. Once we started the job in earnest and needed to hire we notified the union we needed someone that met the BPDA workforce needs. We have submitted this paperwork to you and the city previously. We made this initial request on 12/4/20 and [REDACTED] started work for Beacon on 1/11/21.

Since Michael started we have had roughly three people on site per week and since that week our numbers have roughly been 33% minority, 33% Boston resident.

Please contact me with any questions or concerns.

...

---

## Boston Employment Commission Project Review

---

### Beacon Waterproofing



**CHARLES RASO**  
President  
Secretary-Treasurer

*Bricklayers and Allied Craftworkers  
Local No. 3, Massachusetts, Maine,  
New Hampshire, Rhode Island*

550 MEDFORD STREET  
BOSTON, MASSACHUSETTS 02129

TELEPHONE (617) 242-5500

FAX (617) 242-0021

baclocal3@aol.com



*May 4, 2021*

*Mr. David Carter, President  
Beacon Waterproofing & Restoration Inc.  
7 McKay Avenue, Unit #3  
Winchester, MA 01890*

*RE: 7 Ink Block*

*Dear David:*

*This letter is to verify your request for women Waterproofers for employment on the  
above-referenced project.*

*Please be advised that to the best of our knowledge, there have been no women  
Waterproofers available for work.*

*Very truly yours,*

*Charles Raso  
President/Secretary Treasurer*

## Boston Employment Commission Project Review

---

**Duggan, E.M**



5/18/21

Adam Parker, Takara Hamilton

Sorry I didn't get back to you

We at EMDuggan have been slowing down as far as Field staffing. I have tried not to Checker board people (bounce them around to meet quotas), instead we have really been concentrating on providing opportunities for the inner-city kids from Madison park Vocational High School and Building Pathways EMDuggan has started an Internship with the plumbing department at Madison Park Vocational High School. In March we started this program (4) students (2) Juniors, and (2) Seniors. They rotate weeks of work and academics, each week (2) students Come to Emduggan's shop in Canton and work in the warehouse. Each student makes \$17 dollars an Hour 40 hours a week (the weeks they work).

EMDuggan has provided them with train passes, (monthly) to the Canton center train station every morning and at the end of every work day we provide them with transportation to and from the train. We have given each of the kids the opportunity if they want, (all 4 of them) to work full time after school through the summer We have also given the 2 seniors the opportunity to stay on full time and we will help assist them for a potential future in local 12. are also trying to make a direct entry program to Local 12 for at least 1 student each year providing they adhere to the guide lines.

Julian Alvarez a shop hand from Building pathways got in to local 12 this year, after 3 years of trying We are also going to reaching out to building pathways try and hire for the shop and or the safety Department. It is a great way for some one to see the construction field from another perspective.

I have 2 attachments a copy of the Madison Park Internship contract, and Pictures of a field trip we set up for the kids from the plumbing class to walk a large construction site with another Contractor.

Brian Pflingston

## Boston Employment Commission Project Review

---

**MADISON PARK TECHNICAL VOCATIONAL HIGH SCHOOL**  
 75 Malcolm X Boulevard, Boston, MA 02120  
 Telephone: 617-635-8970 Ext. 212 ♦ Fax: 617-635-9831

COOPERATING EMPLOYER			
Name of Company:	EM DUGGAN INC		
Address: Street and Number:	140 WILL DRIVE SA		
City/Town:	State:	Zip Code:	
CANTON	MA	02021	
Phone Number:	Fax Number:	Number of Employees:	
617-733-6813			
Nature of Employer's Business:	Hiring Person:		Student's Supervisor:
MECHANICAL CONTRACTOR	KEVIN J WROST		JOE GALVIN
Email Address:	Email Address:		
KWROST@EMDUGGAN.COM	JGALVIN@EMDUGGAN.COM		

COOPERATING EMPLOYER INFORMATION	
Hours per co-op week:	Starting wage:
40	\$17.00
Salary increase policy:	
NA	
Do you agree to follow all the rules and regulations for participation in this program?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Do you agree to provide the student with a work environment that meets health and safety standards that maximize employee protection and are in compliance with O.S.H.A. regulations?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Do you agree not to employ the student during school hours on academic weeks?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Do you agree to follow all State and Federal labor and wage laws and regulations?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Is your company an equal opportunity employer who does not discriminate against any applicant because of race, color, religion, sex, national origin, age, marital status, veteran status, disability, sexual orientation or any other legally protected group and that all working conditions related to hours, wages, and benefits are free from discriminatory practices?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No



# Boston Employment Commission Project Review

---

## Frazier Metals

Eric Brown <ericmbrown76@gmail.com>  
to Adam, (lori.dike@williams.engie.com), Michael, me, Paula +

Mon, Dec 28, 2020, 7:28 AM ☆ ↩ ⋮

Takara,

I reached out the Local #17 last week to see if there was anyone available to hire. They were able to line up [REDACTED]. He is a minority but not a resident. He is starting work today 12/28/20. He will be working on the Ink project. I will have Paula send over the info once she has received it.

Thanks

Eric Brown  
Frazier Sheet Metal  
978-804-2570

Sent from my iPhone

On Dec 22, 2020, at 10:09 AM, Takara Hamilton <takara.hamilton@boston.gov> wrote:

...

Eric Brown <ericmbrown76@gmail.com>  
to me, Adam, Lorrie, Frank +

Tue, Apr 27, 11:06 AM ☆ ↩ ⋮

Takara,

I reached out to the Union for new hires. Unfortunately most of it was done over the phone. I did send an email so that it could be tracked, but never got a response. (See Pic) They were going to send me 2 people to start on 04/20, but unfortunately 1 of them never made it. We did hire [REDACTED]. She is a woman from South Boston. She was hired for the Curley project, however I have her currently at 7 Ink Block. I was told by the union that they might have someone else to start work on 05/03. Fingers crossed. I will be sending [REDACTED] back to the Curley project in South Boston. I will be sending [REDACTED] from Longwood to Ink Block. She is a minority resident.

# Boston Employment Commission Project Review

---

## Fred Williams

**Takara Hamilton**

Mar 3, 2021, 2:42 PM ☆

Lori, Great news Does this mean there will be a Boston resident minority work and a minority worker on the spreadsheet going forward?

**Lori.Dike@fwilliams.engie.com**

Mar 3, 2021, 2:45 PM ☆ ↩ ⋮

to me, AParker mcooperman ▾

Yes ma'am! Actually, the added Boston Resident couldn't start until 3/8. The minority worker is on the job and we've had a resident on the job for several weeks. Making progress...

\*\*\*

**Lori.Dike@fwilliams.engie.com**

Mon, May 24, 10:58 AM (10 days ago) ☆ ↩ ⋮

to me, AParker ▾

Takara

I'm sorry, I thought I emailed you a few weeks ago.

We added a Boston Resident/Minority worker to the project on 5/10/21. I am trying to add a female/minority worker in the coming weeks – she was supposed to come two weeks ago but another phase of a project started early that she's a foreperson on. She should be complete in two weeks and I can move her over.

We will also start removing workers from this project in the next month. We will make sure to maintain as many Boston resident, minority and female workers as possible for the duration of the project.

*Lori Dike*

Vice President  
Operations

**Lori.Dike@fwilliams.engie.com**

Tue, May 25, 11:19 AM (9 days ago) ☆

Since the start, 4 workers (currently 3 workers).

**Takara Hamilton** <takara.hamilton@boston.gov>  
to (Lori dike@fwilliams.engie.com), Adam ▾

Tue, May 25, 12:56 PM (9 days ago) ☆ ↩ ⋮

Got it.

\*\*\*

---

## Boston Employment Commission Project Review

---

### Ipswich Bay Glass Company

- *We've been working with Ipswitch for months, and they were finally able to find another Boston resident.*

**Jim Rubin**

Wed, May 26, 4 27 PM (8 days ago) ☆ ↩ ⋮

to Erin, Michael me, Adam ▾

Erin and Takara,

Joe Nardelli – organizer for District Council 35 was able to provide us with a Boston resident for Inkblock 7 [REDACTED] of Jamaica Plain will be on IBG's payroll starting tomorrow. Joe and Ray Pickup will continue to help us in finding more glaziers in an effort to improve our percentages. Thanks

**JIM RUBIN**, Field Superintendent

**IBG | IPSWICH BAY GLASS**

420 Newburyport Turnpike, Rowley, MA 01969 | c: 508.328.7089 | p: 978.948.6644 | [JRubin@IBGlass.com](mailto:JRubin@IBGlass.com)

...

# Boston Employment Commission Project Review

---

## Manafort Transit



**Max Gates** <mgates@manaforttransit.com>  
to Michael Al. Elisa, me, Adam ▾

Tue, Mar 3, 2020, 8:07 AM ☆ ↶ ⋮

Takara,

Cranshaw requested I send you this explanation as to our plan to increase our efforts in meeting our goals at Ink Block. Here is what we are doing.

We currently have a 3 man crew onsite doing some unschedule extra work. That work will come to an end shortly. Our next mobilization is scheduled for 1-2 weeks pending resolution to some site issues.

Prior to our next mobilization we will reach out to labor union notifying them we intend to remobilize to the site within 2 weeks to start building excavation and will request a Boston resident laborer. Our crew will be 2 laborers and one operator. We intend keep the minority operator that we have been using. We will document this request with written letter to union and the BPDA work force request documentation form.

We have also posted job openings on our job posting website encouraging boston residents, minorities, and women to apply. The description is as follows. The link is also provided here. <https://manafort.com/careers/>

**To:** Adam Parker <AParker@cranshaw.com>

**Cc:** Al Medeiros <amedeiros@manaforttransit.com>; Nick DiGiovanni <NDiGiovanni@cranshaw.com>; Michael Cooperman <mcooperman@cranshaw.com>; Tom Burke <TBurke@Cranshaw.com>

**Subject:** [EXTERNAL] Re: 7 Ink - BRJP

Since work has resumed we have had 2 people onsite. 1 Foreman and 1 operator. We had to take this crew from existing company employees. At the time of remobilization there were no Boston, minority, women employees available to send to the site. The crew size will be increasing shortly. We will make requests for boston, minority, women to the union halls and document the request on the proper form as we have done in the past.

Before demobilizing from the site in mid March we requested a laborer Boston, minority, women employee but none was provided. See attached request form.

One of the new employees will be a minority that is currently on our payroll.

We have had this job posting up for probably 4-5 months as well. Seeking Boston, minority, women with no applicants yet.

<https://manafort.com/careers/>

**From:** Max Gates <mgates@manaforttransit.com>

**Sent:** Thursday, June 11, 2020 4:48 PM

**To:** Adam Parker <AParker@cranshaw.com>

**Cc:** Colin Norton <cnorton@manaforttransit.com>; Luis Melo <lmelo@manaforttransit.com>; Al Medeiros <amedeiros@manaforttransit.com>

**Subject:** Re: [EXTERNAL] BRJB Work Force Request

Update.

Local just called and they will be sending boston resident tomorrow. We will amend the form and send back tomorrow when they show up.

Max Gates

# Boston Employment Commission Project Review

## Marguerite Concrete

**Adam Parker** <AParker@cranshaw.com>  
to me, Michael, Samantha ▾

Thu, Jul 2, 2020, 10:15 AM ☆ ↩ ⋮

Morning Takara,

Following up on Marguerite at 7 Ink.

They've added a resident minority carpenter as of yesterday, 7-1-20. The female minority carpenter that was sick is going to be seeing a Doctor and tested for COVID19. I've advised Marguerite, per our Health and Safety Plan, if the worker has been cleared by a medical professional and testing is negative, the worker is allowed to return to the site. I'll keep you updated on her status.

There was another instance I wanted to make sure you saw with a female minority Ironworker that is pregnant and with the particular design of the reinforcing steel on this project being extra heavy she requested to be moved to another project site. They are looking now to find a replacement for her.

I've asked them to also make written requests to the union locals but I can't seem to find the BPDA Workforce Request form. Do you mind forwarding?

If you have any questions or concerns, feel free to call me on my cell. We're off tomorrow so have a great rest of your day and Independence Day this weekend!

Thanks,

**Gary Nashawaty** <gnashawaty@margueriteconcreteinc.com>  
to me, Adam, Tom, Rob, Michael, Nick, Chelsie, Samantha ▾

Tue, Sep 22, 2020, 1:21 PM ☆ ↩ ⋮

Takara

Please see below from my Foreman on site.

**We did have [REDACTED] start back today.**

**She's a female, minority, resident.**

We will continue to look for more and add asap.

As soon as I hear I will get back to you.

Thank You

**Gary Nashawaty** <gnashawaty@margueriteconcreteinc.com>  
to Al, me, Dustin, Jim, Adam ▾

Wed, Apr 28, 2021, 3:43 PM ☆ ↩ ⋮

Hi Takara,

We've had very limited presence at the 7 Ink since the first week in February. In March we were there on 3 dates with only 1 employee each time. We were not on site in April.

I've looked at our internal numbers and it appears that we have slightly exceeded the POC goals. We almost made it to 50% of the female goal and we were very low, around 11% of residents.

We will be back on the job for site concrete in the upcoming months starting in June. We will make sure that we have females and residents as part of this crew for the remainder of the project.

Until we start the site sidewalks and walls we will only have 1 or 2 on site a couple days. Once we get back to do the site we will ramp up for our %'s.

Thank You

## Boston Employment Commission Project Review

---

### Save On Walls

mary buildingpathwaysboston.org  
to Elizabeth, Danny, me, Adam ▾

Tue, May 18, 11:44 AM ☆ ↩ ⋮

Hi Danny,

Enjoyed our call today. I will check with Jordana Monteiro, our Program Director, on possible graduates for the Carpenters or Tapers. I know we have one graduate who is interested in the Carpenters (I believe he applied). He is a person of color although not a Boston resident - lives in Randolph.

I'll ask Jordana to touch base with you directly.

By the way, it occurred to me that you may want to reach out to Liz Skidmore at the Carpenters. The Carpenters partnered with Minuteman Voc to conduct a Carpenters pre-apprenticeship program that has all women participants, some of whom are from Boston. I have copied Liz on this email.

Mary

Jordana buildingpathwaysboston.org  
to mary, Danny, me ▾

Wed, May 19, 9:11 AM ☆ ↩ ⋮

Good Morning Danny,

At this time, We have Memogne Lamothe that is set to be indentured next week.  
I have been informed that 2 of our other graduates have yet to apply to the Carpenters.

I am certainly able to reconnect when others apply, if that is ok?

Thank you,

**Jordana (Jor-day-na) Monteiro**

Program Director  
Building Pathways Boston  
2201 Washington St  
Roxbury, MA 02119  
Cell: 617-681-5775  
[www.BuildingPathwaysBoston.org](http://www.BuildingPathwaysBoston.org)

---

## Boston Employment Commission Project Review

---

**Duggan, E.M**



5/18/21

Adam Parker, Takara Hamilton

Sorry I didn't get back to you

We at EMDuggan have been slowing down as far as Field staffing. I have tried not to Checker board people (bounce them around to meet quotas), instead we have really been concentrating on providing opportunities for the inner-city kids from Madison park Vocational High School and Building Pathways. EMDuggan has started an Internship with the plumbing department at Madison Park Vocational High School. In March we started this program (4) students (2) Juniors, and (2) Seniors. They rotate weeks of work and academics, each week (2) students Come to Emduggan's shop in Canton and work in the warehouse. Each student makes \$17 dollars an Hour 40 hours a week (the weeks they work).

EMDuggan has provided them with train passes, (monthly) to the Canton center train station every morning and at the end of every work day we provide them with transportation to and from the train. We have given each of the kids the opportunity if they want, (all 4 of them) to work full time after school through the summer. We have also given the 2 seniors the opportunity to stay on full time and we will help assist them for a potential future in local 12 are also trying to make a direct entry program to Local 12 for at least 1 student each year providing they adhere to the guide lines.

Julian Alvarez a shop hand from Building pathways got in to local 12 this year, after 3 years of trying.

We are also going to reaching out to building pathways try and hire for the shop and or the safety Department. It is a great way for some one to see the construction field from another perspective.

I have 2 attachments a copy of the Madison Park Internship contract, and Pictures of a field trip we set up for the kids from the plumbing class to walk a large construction site with another Contractor

Brian Pflingston

## Boston Employment Commission Project Review

---

**MADISON PARK TECHNICAL VOCATIONAL HIGH SCHOOL**  
 75 Malcolm X Boulevard, Boston, MA 02120  
 Telephone: 617-635-8870 Ext. 212 ♦ Fax: 617-635-9831

COOPERATING EMPLOYER			
Name of Company:	EM DUGGAN INC		
Address: Street and Number:	140 WILL DRIVE SA		
City/Town:	State:	Zip Code:	
CANTON	MA	02021	
Phone Number:	Fax Number:		
617-733-6813			
Nature of Employer's Business:	Number of Employees:		
MECHANICAL CONTRACTOR			
Hiring Person:	Student's Supervisor:		
KEVIN J WASH	JOE GALVIN		
Email Address:	Email Address:		
KWASH@EMDUGGAN.COM	JGALVIN@EMDUGGAN.COM		

COOPERATING EMPLOYER INFORMATION	
Hours per co-op week:	Starting wage:
40	\$17.00
Salary increase policy:	
NA	
Do you agree to follow all the rules and regulations for participation in this program?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Do you agree to provide the student with a work environment that meets health and safety standards that maximize employee protection and are in compliance with O.S.H.A. regulations?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Do you agree not to employ the student during school hours on academic weeks?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Do you agree to follow all State and Federal labor and wage laws and regulations?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Is your company an equal opportunity employer who does not discriminate against any applicant because of race, color, religion, sex, national origin, age, marital status, veteran status, disability, sexual orientation or any other legally protected group and that all working conditions related to hours, wages, and benefits are free from discriminatory practices?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No



# Boston Employment Commission Project Review

## Frazier Metals

Eric Brown <ericmbrown76@gmail.com>

Mon, Dec 28, 2020, 7:28 AM ☆ ↩ ⋮

to Adam, (lori.dike@fwilliams.engie.com), Michael (me: Paula) ▾

Takara,

I reached out the Local #17 last week to see if there was anyone available to hire. They were able to line up [REDACTED] He is a minority but not a resident. He is starting work today 12/28/20. He will be working on the Ink project. I will have Paula send over the info once she has received it.

Thanks

Eric Brown

Frazier Sheet Metal

978-804-2570

Sent from my iPhone

On Dec 22, 2020, at 10:09 AM, Takara Hamilton <takara.hamilton@boston.gov> wrote:

\*\*\*

Eric Brown <ericmbrown76@gmail.com>

Tue, Apr 27, 11:06 AM ☆ ↩ ⋮

to me, Adam, Lorrie, Frank ▾

Takara,

I reached out to the Union for new hires. Unfortunately most of it was done over the phone. I did send an email so that it could be tracked, but never got a response. (See Pic) They're going to send me 2 people to start on 04/20, but unfortunately 1 of them never made it. We did hire [REDACTED] She is a woman from South Boston. She was hired for the Curley project, however I have her currently at 7 Ink Block. I was told by the union that they might have someone else to start work on 05/03. Fingers crossed I will be sending [REDACTED] back to the Curley project in South Boston. I will be sending [REDACTED] from Longwood to Ink Block. She is a minority resident.

## Fred Williams

Takara Hamilton

Mar 3, 2021, 2:42 PM ☆

Lori, Great news. Does this mean there will be a Boston resident minority work and a minority worker on the spreadsheet going forward?

Lori.Dike@fwilliams.engie.com

Mar 3, 2021, 2:45 PM ☆ ↩ ⋮

to me, AParker (mcooperman) ▾

Yes ma'am! Actually, the added Boston Resident couldn't start until 3/8. The minority worker is on the job and we've had a resident on the job for several weeks. Making progress...

\*\*\*

Lori.Dike@fwilliams.engie.com

Mon, May 24, 10:58 AM (10 days ago) ☆ ↩ ⋮

to me, AParker ▾

Takara

I'm sorry, I thought I emailed you a few weeks ago.

We added a Boston Resident/Minority worker to the project on 5/10/21. I am trying to add a female/minority worker in the coming weeks – she was supposed to come two weeks ago but another phase of a project started early that she's a foreperson on. She should be complete in two weeks and I can move her over.

We will also start removing workers from this project in the next month. We will make sure to maintain as many Boston resident, minority and female workers as possible for the duration of the project.

Lori Dike

Vice President

Operations

# Boston Employment Commission Project Review

---



**Lori.Dike@fwilliams.engie.com**  
Since the start, 4 workers (currently 3 workers)

Tue, May 25, 11:19 AM (9 days ago) ☆



**Takara Hamilton** <takara.hamilton@boston.gov>  
to (for dike@fwilliams.engie.com), Adam ▾

Tue, May 25, 12:56 PM (9 days ago) ☆ ↩ ⋮

Got it.  
...

## Ipswich Bay Glass Company

- *We've been working with Ipswich for months, and they were finally able to find another Boston resident.*

**Jim Rubin**

to Erin, Michael, me, Adam ▾

Wed, May 26, 4:27 PM (8 days ago) ☆ ↩ ⋮

Erin and Takara,

Joe Nardelli – organizer for District Council 35 was able to provide us with a Boston resident for Inkblock 7 [REDACTED] of Jamaica Plain will be on IBG's payroll starting tomorrow. Joe and Ray Pickup will continue to help us in finding more glaziers in an effort to improve our percentages. Thanks

**JIM RUBIN**, Field Superintendent

**IBG | IPSWICH BAY GLASS**

420 Newburyport Turnpike, Rowley, MA 01969 | c: 508.328.7089 | p: 978.948.6644 | [JRubin@IBGlass.com](mailto:JRubin@IBGlass.com)

...

## Manafort Transit



**Max Gates** <mgates@manaforttransit.com>  
to Michael, Al, Elisa, me, Adam ▾

Tue, Mar 3 2020 8:07 AM ☆ ↩ ⋮

Takara,

Cranshaw requested I send you this explanation as to our plan to increase our efforts in meeting our goals at Ink Block. Here is what we are doing.

We currently have a 3 man crew onsite doing some unschedule extra work. That work will come to an end shortly. Our next mobilization is scheduled for 1-2 weeks pending resolution to some site issues.

Prior to our next mobilization we will reach out to labor union notifying them we intend to remobilize to the site within 2 weeks to start building excavation and will request a Boston resident laborer. Our crew will be 2 laborers and one operator. We intend keep the minority operator that we have been using. We will document this request with written letter to union and the BPDA work force request documentation form.

We have also posted job openings on our job posting website encouraging boston residents, minorities, and women to apply. The description is as follows. The link is also provided here. <https://manafort.com/careers/>

To: Adam Parker <[AParker@cranshaw.com](mailto:AParker@cranshaw.com)>

Cc: Al Medeiros <[amedeiros@manaforttransit.com](mailto:amedeiros@manaforttransit.com)>; Nick DiGiovanni <[NDiGiovanni@cranshaw.com](mailto:NDiGiovanni@cranshaw.com)>; Michael Cooperman <[mcooperman@cranshaw.com](mailto:mcooperman@cranshaw.com)>; Tom Burke <[TBurke@Cranshaw.com](mailto:TBurke@Cranshaw.com)>

Subject: [EXTERNAL] Re: 7 Ink - BRJP

Since work has resumed we have had 2 people onsite. 1 Foreman and 1 operator. We had to take this crew from existing company employees. At the time of remobilization there were no Boston, minority, women employees available to send to the site. The crew size will be increasing shortly. We will make requests for boston, minority, women to the union halls and document the request on the proper form as we have done in the past.

Before demobilizing from the site in mid March we requested a laborer Boston, minority, women employee but none was provided. See attached request form.

One of the new employees will be a minority that is currently on our payroll.

We have had this job posting up for probably 4-5 months as well. Seeking Boston, minority, women with no applicants yet.

<https://manafort.com/careers/>

# Boston Employment Commission Project Review

---

**From:** Max Gates <[mgates@manaforttransit.com](mailto:mgates@manaforttransit.com)>  
**Sent:** Thursday, June 11, 2020 4:48 PM  
**To:** Adam Parker <[AParker@cranshaw.com](mailto:AParker@cranshaw.com)>  
**Cc:** Colin Norton <[cnorton@manaforttransit.com](mailto:cnorton@manaforttransit.com)>; Luis Melo <[lmelo@manaforttransit.com](mailto:lmelo@manaforttransit.com)>; Al Medeiros <[amedeiros@manaforttransit.com](mailto:amedeiros@manaforttransit.com)>  
**Subject:** Re: [EXTERNAL] BRJB Work Force Request

Update.

Local just called and they will be sending boston resident tomorrow. We will amend the form and send back tomorrow when they show up.

Max Gates

## Marguerite Concrete

**Adam Parker** <[AParker@cranshaw.com](mailto:AParker@cranshaw.com)> 1 Thu, Jul 2, 2020, 10:16 AM ☆ ↶ ⋮  
to me, Michael, Samantha ▾  
[Morning Takara,](#)  
Following up on Marguerite at 7 Ink.  
They've added a resident minority carpenter as of yesterday, 7-1-20. The female minority carpenter that was sick is going to be seeing a Doctor and tested for COVID19. I've advised Marguerite, per our Health and Safety Plan, if the worker has been cleared by a medical professional and testing is negative, the worker is allowed to return to the site. I'll keep you updated on her status.  
There was another instance I wanted to make sure you saw with a female minority ironworker that is pregnant and with the particular design of the reinforcing steel on this project being extra heavy she requested to be moved to another project site. They are looking now to find a replacement for her.  
I've asked them to also make written requests to the union locals but I can't seem to find the BPDA Workforce Request form. Do you mind forwarding?  
If you have any questions or concerns, feel free to call me on my cell. We're off tomorrow so have a great rest of your day and Independence Day this weekend!  
Thanks,

**Gary Nashawaty** <[gnashawaty@margueriteconcreteinc.com](mailto:gnashawaty@margueriteconcreteinc.com)> Tue, Sep 22, 2020, 1:21 PM ☆ ↶ ⋮  
to me, Adam, Tom, Rob, Michael, Nick, Chelsie, Samantha ▾  
**Takara**  
Please see below from my Foreman on site.  
**We did have [REDACTED] start back today.**  
**She's a female, minority, resident.**  
We will continue to look for more and add asap.  
As soon as I hear I will get back to you.  
Thank You

**Gary Nashawaty** <[gnashawaty@margueriteconcreteinc.com](mailto:gnashawaty@margueriteconcreteinc.com)> Wed, Apr 28 3:43 PM ☆ ↶ ⋮  
to Al, me, Dustin, Jim, Adam ▾  
Hi Takara,  
We've had very limited presence at the 7 Ink since the first week in February. In March we were there on 3 dates with only 1 employee each time. We were not on site in April.  
I've looked at our internal numbers and it appears that we have slightly exceeded the POC goals. We almost made it to 50% of the female goal and we were very low, around 11% of residents.  
We will be back on the job for site concrete in the upcoming months starting in June. We will make sure that we have females and residents as part of this crew for the remainder of the project.  
Until we start the site sidewalks and walls we will only have 1 or 2 on site a couple days. Once we get back to do the site we will ramp up for our %'s.  
Thank You

## Boston Employment Commission Project Review

---

### Save On Walls

mary buildingpathwaysboston.org

to Elizabeth Danny, me, Adam ▾

Tue, May 18, 11:44 AM ☆ ↶ ⋮

Hi Danny,

Enjoyed our call today. I will check with Jordana Monteiro, our Program Director, on possible graduates for the Carpenters or Tapers. I know we have one graduate who is interested in the Carpenters (I believe he applied). He is a person of color although not a Boston resident - lives in Randolph.

I'll ask Jordana to touch base with you directly.

By the way, it occurred to me that you may want to reach out to Liz Skidmore at the Carpenters. The Carpenters partnered with Minuteman Voc to conduct a Carpenters pre-apprenticeship program that has all women participants, some of whom are from Boston. I have copied Liz on this email.

Mary

jordana buildingpathwaysboston.org

to mary, Danny, me ▾

Wed, May 19, 9:11 AM ☆ ↶ ⋮

Good Morning Danny,

At this time, We have Memogne Lamothe that is set to be indentured next week. I have been informed that 2 of our other graduates have yet to apply to the Carpenters.

I am certainly able to reconnect when others apply, if that is ok?

Thank you,

**Jordana (Jor-day-na) Monteiro**

Program Director

Building Pathways Boston

2201 Washington St

Roxbury, MA 02119

Cell: 617-681-5775

[www.BuildingPathwaysBoston.org](http://www.BuildingPathwaysBoston.org)



**E. M. DUGGAN INC.** Mechanical Contractors

- Plumbing
- HVAC
- Fire Protection
- 24-Hour Service

**EM Duggan and the Students of Madison Park High School extend a special thanks today to Millennium Partners and Suffolk Construction for enabling a site tour and overview of Winthrop Center. It was a great educational experience for the students and all involved.**



**MILLENNIUM PARTNERS**



**Technical Vocational  
High School**



**Suffolk**





**E. M. DUGGAN INC.** Mechanical Contractors

- Plumbing
- HVAC
- Fire Protection
- 24-Hour Service



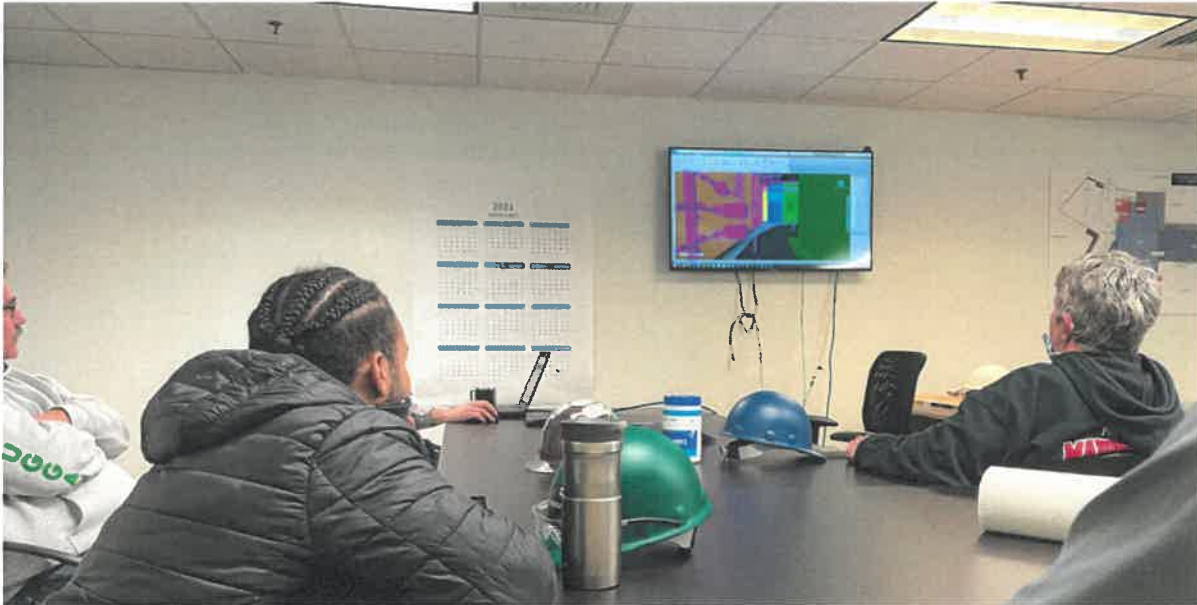
**Madison Park High Students receive on-Site safety orientation and a BIM Model over view of Withrop Center**





**E. M. DUGGAN INC.** Mechanical Contractors

- Plumbing
- HVAC
- Fire Protection
- 24-Hour Service



**Reviewing the 3D model and introducing the students to the virtual construction world.**



**Understanding Safety is of the utmost importance it was time to put on our PPE and ready for our site visit.**



**E. M. DUGGAN INC.** Mechanical Contractors

- Plumbing
- HVAC
- Fire Protection
- 24-Hour Service



**For the students, it was their First trip ever in a construction elevator and it was time to go up!!**

**Touring the building the students received hands on instruction from site foreman Steve Thompson. It was time to see the 3D model in real life.**







**E. M. DUGGAN INC.** Mechanical Contractors

- Plumbing
- HVAC
- Fire Protection
- 24-Hour Service



**An eye opening learning experience was enjoyed by the students today. Understanding there are great opportunities in the trades came to light today!!!!**