

Boston Employment Commission Hearing Minutes

A monthly hearing of the Boston Employment Commission (**BEC**) was held virtually on Zoom, April 20, 2022.

Commissioners Present: Commissioner JocCole “JC” Burton, Commissioner Kenell Broomstein, Commissioner Espinoza-Toro and Commissioner, Dr. Aisha Francis.

Hearing Begins: 1:05 PM

Commissioner Burton expressed acknowledgement of Women’s History Month.

I. MINUTES

March 16, 2022, minutes accepted and approved (motioned by Commissioner Dr. Francis, second by Commissioner Broomstein and approved by all).

II. SPECIAL PRESENTATIONS

A. 10 World Trade Center

Duration: 20 mins.

Present: Scott Summers (Boston Global Investors), John Hynes (BGI), Anastasie Duffaut (Suffolk), Brooke Woodson (Suffolk), Meghan Toft (Suffolk), Geoff Witheford (Suffolk), Tiffanie Lewis (HJ Russell), Gosder Cherilus (Bastion Companies) and Nelson Cunha (BRJP Monitor)

Overview:

John Hynes (Boston Global Investors): 10 World Trade Center is also known as 401 Congress Street or MassPort Parcel A2. This project has partnerships with two minority owned businesses (Bastion Companies and HJ Russell). Shared renderings. **Meghan Toft (Suffolk):** Duration of project is estimated 1/2022 – 11/2024. Last month completed enabling work (Stair Demolition – JDC Demolition, Lighting Control work – Mass Bay Electric and LBE – Welch Corporation), Treviicos – LBE subcontractor, Mini pile subcontractor – Hub Foundation. G&C Concrete, Walters and Boss Steel (Structural Steel work). 12.01 M/WBE Contractors listed (with potential to get higher).

Brooke Woodson (Suffolk): This project comes under the Mass Port Diversity model. 25% of the scoring was on diversity which lead to BGI receiving the order. Suffolk has a joint venture with HJ Russell one of the oldest MBEs in the country. We also work with most agencies in Boston that are working on the development of diverse workforce (Building Pathways, YouthBuild Boston, North Atlantic States Regional of Carpenters, Metro Building Trade Council, Community Mentoring Team, Girl Scouts, Emerald Cities Boston Contractor Academy, The City of Boston – Boston Jobs Residents Job Policy and the Office of Workforce Development). In addition, Suffolk does community outreach to build the pipeline through – Elementary/Middle Schools, High Schools, Colleges and Community Trades programs. Employment Opportunities – Walk-on job applications – daily tracking of online application platform – refer applicants to local resources. **Commissioner Burton:** I’m personally excited about the joint venture with HJ Russell. As some of you may know, my training was under Herman Russell and I spent a good amount of time working at HJ Russell and Company. I’m curious about the 3 or 4 line items mention as not subject to the BRJP. Can you explain that for the record? **Geoff Witheford (Suffolk):** Those are material fabricators only and materials are fabricated in Canada and New York State. However, their installers will be subject to the BRJP guidelines. **Commissioner Burton:** So you are separating the fabrication from the workforce? **Geoff:** Yes.

Commissioner Burton: Thank you for that clarification. **Commissioner Dr. Francis:** The format is an example for other project presenters. I wanted to highlight the example of clarity that Suffolk is heading into early on and hope that others will follow. While there is a long way to go for the life of the project, at this stage it is promising.

Brooke: Thank you, Commissioner. **Commissioner Burton:** Thank you to the developer for your participation. We know that when the developer is engaged with the project, it contributes to its success.

Public:

Janet Jones (Community Advocate/Activist): It's good to hear about this huge project. I hope you have a diverse crew. I have a neighbor who is a steel worker (African American) and will give him a heads-up along with any others I can send your way. **Brooke:** Do you know if he is with Local 7? **Janet:** I think so and will check in with him. **Brooke:** Feel free to refer him to me.

B. 270 Baker Street aka Residences off Baker

Duration: 22 mins.

Present: Yara Vergucht (B'nai b'rith Housing New England), Rob Cappadona (Keith Construction), Jessica Johnson (Keith Construction), Danielle LaForce (Keith Construction), John Feurbach (Mayor's Office of Housing), Celso Ribeiro (BRJP Monitor)

Overview:

Yara Vergucht (B'nai b'rith Housing New England): Residences off Baker (aka 270 Baker Street) is a new mixed-income multi-family complex (3 story) located in West Roxbury. This three-story building will house 60 units; a combination of affordable and workforce units. The building will have 60 off-site parking spaces, a playground, resident garden, indoor bike storage, and laundry room on each floor. The target completion date is July 2023 (Shared rendering). Funded by many sources: Federal, State tax credits and other State subsidies and Local – City of Boston Mayors office of Housing (MOH) and Community Preservation Act (CPA). This is the first affordable housing in West Roxbury in a long time. **Rob Cappadona (Keith Construction):** 14-month construction duration. Disposal site work (2 months), Sean Farrell Excavation. TRM Concrete – Foundation (June/July), Shawnlee Construction – Rough Framing (3 months), Roof (October), MEP – G & E Electrical (duration of Winter), Lynco – Fire Protection, Superior Plumbing, and Commercial Air Control – HVAC. **Awarded MBE Contractors:** Commercial Air Control, G&E Inc., Horace Morson. **Awarded WBE Contractors:** Floorcraft, Fusion Facades and TRM Concrete. Pending Buyout: Doors, Blinds, Accessories, Landscaping and Final Cleaning. **Workforce Diversity Efforts/Community Partners:** Job Fairs, Newspaper Ads in local newspapers, outreach to Youthbuild for applicant referrals, BRJP Job Banks, Bid invitation outreach for M/W/VBE & Section 3 Companies via Bluebook and BuildingConnected. **Job Application Process:** On-Site Hiring Notices posted in English and Spanish around the project site and On-Site Applications with locked drop box. **Commissioner Burton:** Thank you for your presentation. What type of project is this? **Answer:** Open Shop. **Commissioner Burton:** It's good to see your engagement with WBEs as well as MBEs and it appears you have a strong approach on the workforce. John, would you like to have words on behalf of the city? **John Feurbach (MOH):** The city is happy to be a funder in this important development and we'll be working with B'nai b'rith in monitoring the project through completion of construction.

III. PROJECT REVIEWS

A. 450 Mass. Ave./566 Columbus Ave.

Duration: 13 mins.

Present: David Goldman (New Boston Ventures), Michael Galvin (Metric Construction), Bridgett Lawson (In Order Business Development Solution) and Takara Hamilton (BPDA Monitor)

Project Overview:

41,137 wkhrs, 357 workers, 14 Contractors, 21%BR, 4%5POC, 6%F

Takara Hamilton (BPDA Monitor):

Overall resident percentages have been trending upward as the project continues (up 2 % since January 2022). Marguerite is top performing sub with 30% of total workhours. They struggle with meeting diversity goals and have given a big donation to YouthBuild Boston to support the pipeline building to offset that challenge.

Dakota Jones (InOrder Business): The struggle Marguerite is having is not an indication of where they will be overall. There is some progress. The success of Job Fair has connected several candidates to this project and other projects. Thanks for help of Takara and team, glad numbers are trending in the right direction. As the weather

gets warmer, we will host a job specific fair as project ramps up with more finishing trades on-site. **Shelley Webster (InOrder Business):** Introduced Bridgett Lawson new to InOrder Business and leading on this project. **Bridgett Lawson (InOrder Business):** Working with Metric Construction to achieve their Workforce Diversity Goals and having resources available for subcontractors. **Takara:** The InOrder team and Metric have been amazing and I'd like to note that Electrical and Installation don't have a lot of hours, but they have lots of resident participation. There is potential for 15,000 workhours (intermediate and beginner trades). **Commissioner Burton:** Congratulates Shelley on growing InOrder Business with addition of Bridgett Lawson. Commends Takara on a well detailed report highlighting the pros and cons of various subcontractors and the corrective action steps. **Mike Galvin (Metric Construction):** It's an interesting site and we will continue doing what we are doing to make it better. **David Goldman (New Boston Ventures):** We'll do everything in human capacity to do our best in making the goals. Would like to note the significant community benefits provided – 4800 sqft of community space given back to the community along with an icon mural on the site.

Public:

Mukiya Baker-Gomez: To all the contactors at this hearing today, have you found any benefit/effectiveness from the city's job's bank in building up compliance with your workforce? If not, what would you change? How can the city help you meet workforce goals? **Shelley Webster (InOrder Business):** Boston Job's Bank has been very helpful and a great partnership. Janine McLaren (Job's Bank Coordinator) has been helpful and responsive in assisting with non-union workers. There has been some employment engagement. As InOrder adds to our staff, we target workers where they are. Some may not be job ready and we work with them to get them ready. We have an innovative team which uses communication outreach of social media, schools, churches and other community organizations. **Bridgett:** It's a pleasure connecting with folks via intentional phone outreach. **Mukiya:** Who do you work for? **Bridgett:** Supports Metric Construction through her role with InOrder Business. **Mukiya:** What will be the Commissions address for Marguerite's complacency. Their habitual non-compliance! **Commissioner Burton:** We are still working with the new administration on how we can move forward legally with sanctions. **Mukiya:** Understand the subliminal message from the city and its agents. **Commissioner Burton:** I share your sentiment. It is very frustrating that the movement is slower than we all want. **Andre Lima (Acting Director of Equity and Inclusion):** I echo what Commissioner Burton has said and will add that we are trying to make sure enforcement will ensure the intent/spirit of the ordinance.

Janet Jones: Safety is a huge issue. Walked by a local project in Dorchester and there were 2 young workers of color with no helmets (in basement of job site). I addressed the Osha violation with a person looking down at them. Also, went to the DOT Block site and saw cranes. In light of tragic death on job site downtown, I spoke with someone at Moriarty. **Commissioner Burton:** Thank you Ms. Jones. Your comments are important.

Priscilla Flint-Banks: When will in-person BEC Hearings resume? **Andre:** The state's extension of virtual meetings is due to expire in July 2022. I will give the exact date in my Director's report. There has been no plan to extend it further, however, if we are able to continue virtually, we will do so. **Commissioner Burton:** We now have a quorum and can approve the March 2022 minutes. Commissioner Dr. Francis motioned to accept and Commissioner Broomstein 2nd. All I's accepted.

IV. BEC Commissioners' Follow-up Requests/Concerns

- Callahan Inc. (5 Washington Street) to be provided by May 18, 2022 BEC Hearing.

V. SANCTIONS:

Commissioner Burton: We are in dialogue with the city staff.

Duration: 2 mins.

VI. DIRECTOR'S REPORT:

Duration: 7 mins.

Andre Lima (Deputy Director of Supplier Diversity/BRJP):

July 15, 2022, is the exact expiration on the Open Meeting Law for virtual meetings.

I'd like to allow Janine an opportunity to report on the Opportunity Fair held April 7, 2022. **Janine McLaren (COB Job's Bank Coordinator):** Featured contractor was Dimeo Construction. Hosted by Conrad Associates at the

WORC² offices (Roxbury). It was a huge turnout. While online there were 13 official registrants, 70 people attended. City of Boston Depts., Carpenters union, Painters union and IBEW 103 (Renee Dozier – BA). Looking forward to doing more Opportunity Fairs (5 – 6 times a year). I will get a list of GC's in attendance today from Kim Odom (BEC Coordinator). **Commissioner Burton:** Now that we can be back in-person, glad to see the success of it. **Mukiya:** Great report. Would like to suggest more trade job fairs and outreach to include all neighborhood associations. To identify people outside of locals, I recommend outreach to Community Garden Network (landscape and interior design) and CDC/SBAs. The Operating Engineers (Local 4) hosted a job fair with their first female operator ever! When people can see a resemblance of themselves, they believe a lot quicker. **Janine:** The Job's bank has a list of over 400 people, and I reach out to CDCs, neighborhood associations, Boston City Councilors, etc. I'm not taking away from anything that you said. It's just important for me to note that the jobs bank goes through incredible effort to get the word out. **Mukiya:** Create a weekly ad that the city finances. **Commissioner Burton:** We expect to see more growth and opportunities for Boston Resident, People of Color and Women. **Dakota:** offered collaboration on ongoing outreach with Janine and Katrina Conrad in the chat. **Andre Lima:** I'm in support of maximizing the outreach efforts and will work with Janine and Mukiya offline. There are still vacant seats on the Commission. I will make an official update on considerations by next hearing.

Commissioner Burton called for a motion to adjourn the meeting. Commissioner Espinoza-Toro made motion to adjourn, Commissioner Dr. Francis 2nd. All I's.

Meeting adjourned: 2:30pm