

# Boston Employment Commission Hearing Minutes

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A monthly hearing of the Boston Employment Commission (**BEC**) was held virtually on Zoom, August 16, 2023.

**Commissioners Present: Commissioner Priscilla Flint and Commissioner Darrin Howell**

**Commissioner Flint is chairing in the absence of Commissioner Burton.**

**Hearing Begins: 1:05 PM**

**I. June 21, 2023 and July 19, 2023 Minutes (held over for September 20, 2023 BEC hearing due to lack of quorum)**

**II. SPECIAL PRESENTATIONS**

**A. 570 Warren Street Project (PowerPoint presentation w/renderings) Duration: 15 mins.**

**Present: Samuel Lopes (Lion Exteriors & Construction), Jalissa Lopes (Lion Exteriors & Construction) and Brenda Wilson (Commonwealth Land Trust) and Robert Woodson (BRJP Construction Monitor)**

**Samuel Lopes (Lion Exteriors & Construction):** This project is located at 570 Warren Street, Dorchester MA 02121 and consists of 26 SRO Units of permanent supportive housing for homeless individuals. The creation of this housing is especially important following the COVID 19 pandemic where low-income and homeless individuals have been disproportionately impacted. The renovation is in two phases. **Owner:** Commonwealth Land Trust; **Architect:** JoySt Design; **Engineer:** Zade Associates LLC; **General Contractor:** Lion Exteriors and Construction. **Estimated project start:** October 2, 2023. **Estimated project completion:** October 31, 2023. **General Construction:** Boston Elite Contractors/Boston/\$200k (pending), Painting: Certa Pro Painters/Boston/\$150k (pending), Ventilation: David Blahut/North Easton/\$100k (pending), Fire Alarm: Fire Queen Alarm Co./Whitman/\$30k/women owned (pending), Fire Protection: G&G Fire Protection or Ronnette Taylor (WBE), Electrical: Boyce Electric/Boston/\$90k/minority self-employed (pending), Plumbing & Heating: Tan Phan/ Milton/ \$50k/ minority self-employed (pending). **Jalissa Lopes (Lion Exteriors & Construction):** We have confidence in our ability to achieve the majority of our targets. The vast majority of our subcontractors or employees working on this job will be residents of Boston. Furthermore, LION is owned by individuals from minority backgrounds, and 90% of both our employees and subcontractors belong to minority groups. Lion has one female owner who will oversee the administrative aspects of this project. As part of our ongoing efforts, LION will continue to prioritize local subcontractors and employees in order to support this project. LION is a certified MBE in the state of Massachusetts. LION will continue to target local W/MBE Contractors to assist with this project. **Job Application Process:** Potential candidates usually reach out to LION through various channels such as phone, email, website, or social media. Fill out an application form requiring the following: Education level attained, Employment history information, Years of experience and Certifications or skills. **Commissioner Flint:** How long have you been in Boston? **Samuel:** Since 2018. LION originated in Pawtucket RI. We are a small family owned business (*started by our father*). Our work in Boston has been mainly with supportive housing and has included 7 large projects, Project Hope, Sojourners House and private work. **Janine McLaren (BRJP Jobs Bank Coordinator):** In regards to the QR Code, the Job's Bank has a QR code that I'd like to encourage you to use as well. Do you have partners I can market to? **Jalissa:** I will connect with you. **Commissioner Howell:** How has your approach to compliance worked? **Samuel:** Being in the community leads to connections with subcontractors/trades. We support people with the paperwork required

which can be a challenge for small subcontractors. We understand what it takes and go above and beyond to help those we know do good work, but are challenged with the paperwork. **Jalissa:** We are also referral-based (*word of mouth through churches, schools and social media*) and have a generational approach to bridging the gap. I will create a back link for the Job's Bank link. **Commissioner Flint:** Thank you for your presentation. We wish you well.

## **B. Simmons University Living Learning Center**

**Duration: 20 mins.**

**Present:** Laura Brink Pisinski (Simmons), John Kibiloski (Skanska), Lauri Davey (Skanska), Kara Chiccarelli (Skanska), Matthew Woodward (Skanska) Mark Terrien (Skanska) and Takara Hamilton (BPDA Construction Monitor)

**John Kibiloski (Skanska): (PowerPoint presentation w/renderings)** The Living Learning Center project on the Simmons University academic campus is the final phase of 'One Simmons', which consolidates all the University facilities onto one campus. This project is a decades-long strategic master plan designed to support the Simmons mission as one of the only remaining women's centered universities in the country. The approximately 400,000 sq. ft. Living and Learning Center (19 stories) will include a student dormitory with over 1,000 student beds, meeting, and social spaces along with office support spaces and a 500-seat dining facility. In addition, an athletics and fitness facility will include a pool, gymnasium, rowing tanks and weight room. The building will also accommodate an existing central electrical plant and emergency generator, which serve the academic buildings on the existing campus. Construction of the Living and Learning Center will start in November 2023 and is slated for completion in September 2026. Abatement and demolition of the existing Park Science Center occurs from May 2023 through November 2023; Issuance of the Building Permit is anticipated in September 2023; Construction of the Living Learning Center will take approximately 36 months starting in November 2023; Substantial Completion is scheduled for August 2026 followed by Simmons' move-in in September 2026. **Awarded Subcontractors (Requirements of the BRJP are known from the start):** Abatement & Demo- JDC Demolition Co, Inc.; CIP Concrete - G&C Concrete Co, Inc.; Unit Masonry - Grande Masonry, LLC.; Fire Protection - J.C. Cannistraro, LLC.; Plumbing - P.J. Dionne Company, Inc.; HVAC - Fred Williams, Inc.; Electrical / FA / Comm. - Sullivan & McLaughlin Inc.; Earthwork - J. Derenzo Co.; Mast Climbers / Scaffold - Marr Scaffolding; Drywall - New England Finish Systems; Material Hoists - Marr Crane & Rigging; Structural Steel & Precast - Industries Canatal, Inc.; Glass Curtainwall, Storefront, Windows - JK Glass; Rowing Tanks - In river Tank & Boat; Swimming Pools - Weston & Sampson; Elevators - TK Elevator Corp.; Steel H - Piles - Keller North America, Inc.; Overhead Protection - Commonwealth Scaffold, LLC.; Food Service Equipment – Trimark. **Pending Subcontractors to be awarded:** Misc. Metals- TBD; Finish Carpentry / Millwork- TBD; Roofing- TBD; Waterproofing / Caulking- TBD; Audio Visual- TBD; Doors Frames & Hardware- TBD; Window Treatment- TBD; Solid Waste Handling Equipment- TBD; Survey & Layout- TBD; Final Cleaning- TBD; Cementitious Fireproofing- TBD; Perimeter Fire-Resistant Joint Systems- TBD; Interior Glass- TBD; Landscaping- TBD; Residential Appliances- TBD; Fireplaces- TBD; Lockers- TBD; Resinous Flooring- TBD; Polished Concrete Finishing- TBD; Sports Floors- TBD; Painting & Coating- TBD; Acoustical Ceilings- TBD; Tiling- TBD; Signage- TBD; Athletic & Recreation- TBD; Coiling Doors & Grilles- TBD; Acoustic Wall Panels- TBD; Concrete Floor Toppings- TBD; Resilient Flooring, Accessories & Carpet- TBD; Division 10 Specialties- TBD. **Workforce Diversity & Community Partners:** Boston Latin School, ACE Mentor Program (Internship), Building Pathways, St. Mary's Center. **Potential M/WBE participation / bidders 9;** Medic / EMT Services – Wellness Workdays; Survey & Layout – Brennan Consulting; Brick Supply – Consolidated Brick; Millwork- Mark Richey Woodworking; Roofing- Titan Roofing; Waterproofing- Folan Waterproofing & Construction, P.J. Spillane Co., Heritage Restoration; Window Treatment & Div 10 Specialties- Contexture (formerly Ver-Tex); Final Cleaning- Synergy Contracting, Front Line, SOS Corp.; Tiling – J.A.J. Co.; Resinous Flooring- New England Decks & Floors; Signage – Poblocki Sign Company; Solid Waste Handling Equipment – Willco Sales and Service. **Job Application Process:** Waterproof box to house hard copy applications; QR code for online applicants and appropriate signage. **Commissioner Flint:** Did you reach out to Madison Park High? **John:** We have not, but would be happy to. **Commissioner Flint:** You're currently on the job? **John:** Yes. **Commissioner Flint:** I didn't see any numbers for Boston Residents, People of Color and Women. **Takara Hamilton (BPDA Construction Monitor):** Technically we aren't allowed to collect work hours until the building permit is issued (*they are working under an abatement permit and demolition permit will start next month*). We will collect timesheets and workhours in September. **Commissioner Flint:** I didn't know you could start without the building permit (*good to know*). **Commissioner Howell:** With the folks already there, is there a sense of how they are doing with compliance on the project? **Takara:** JDC Demo is onsite now and they have a solid reputation of hiring female workers and Boston residents, but are challenged with People of Color. I met with the GC and gave them history reports of

subcontractors that are good and those that need more attention. **Janine McLaren:** I noticed that Skanska has a lot of union shop contractors. I have people on the Job's bank that the unions don't open their doors too. Do you have the ability to sponsor (*to help chip away at the lack in diversity*)? **Lauri Davey (Skanska):** In the past we have had our trade-partners sponsor. **John:** We could sponsor directly, we employ some carpenters and laborers (*potentially sponsor into the Laborers and Carpenters union*). **Janine:** Can you provide the information in the chat? **Lauri:** Will do. **Commissioner Flint:** Thank you for this review and thank you Takara for giving us information we weren't aware of.

### III. PROJECT REVIEWS

#### A. Allston Yards

**Duration: 20 mins.**

**Present: Chris Mannix (Bozzuto Development), Jeff D'Attilio (Dimeo Construction), Lori Corsi (Dimeo Construction), Darche Hood (Dimeo Construction) and Celso Ribiero (BRJP Construction Monitor)**

**Overall Numerical Compliance: 290,196 Workhours, 1,025 Workers, 30 Contractors, 25% Boston Residents, 48% People of Color, 9% Females**

**Celso Ribiero (BRJP Construction Monitor):** The project is approx. 71% complete; Boston Resident Verifications is at 78%. Continue with the excellent procedure set in place in collecting Boston Resident Verification forms in a timely manner; Aldon electric is doing an excellent job with females at 17%; S&F Concrete has the most hours worked at 87,728 total hours: 32% Boston Residents, 55% POC, and 12 % Females; East Coast interiors have worked 36,128 total hours: 18% Boston Residents, 60% POC, and 5% females; All the numbers across the board have gradually gone up through efforts by Dimeo; Connections between subcontractors and GC, deficient in payroll submission need to be addressed. I have received best faith effort documentation from all subcontractors that are not in compliance. **Commissioner Flint:** I don't see where there's Boston resident compliance and I'm not thrilled with the numbers. You can do better. **Christopher Brown (BRJP Manager):** The reference of compliance is to the Boston Resident Verification. **Jeff D'Attilio (Dimeo):** Boston residents have been a challenge for the unions to provide. **Commissioner Flint:** It seems the unions are always going to be a problem and we must find a way to work with them to address the lack of diversity in the unions. **Darche Hood (Dimeo):** Good afternoon. I'm 2 months on the job as the Manager of Equity and Inclusion. As Jeff noted, we are above the People of Color number and as you noted, Commissioner Flint, that reflects workers from outside the city of Boston. It is very hard to get Boston residents and females. I am a former union worker for Local 6 (*Mechanical Insulators/Dorchester*). There are 24 more people that need to be verified out of the 97 workers and that will slightly change the Boston resident numbers. We work with Building Pathways, Youthbuild and the local union halls, the Northeast Center for Tradeswomen and we have worked with Madison Park on the Whittier project (*not sure about this project*). Those are the local organizations in the community we are working with to get our numbers up. **Commissioner Howell:** I think it must be noted that given the challenges with residency, the cost of living/rising prices of housing in the City of Boston has caused people to relocate. It's been a problem and a pattern with many of these projects and we need to create a space for this concern. **Jamarhl Crawford (BPDA):** I just wanted to introduce myself. I am the Community Engagement Manager for Roxbury, JP, Mission Hill and Longwood. The top 10 questions I get relate to compliance in these areas. **Commissioner Flint:** Will you be attending these meetings? **Jamarhl:** As I'm able. **Commissioner Flint:** Thank you for this review.

#### B. Mission Main

**Duration: 20 mins.**

**Present: Neisha Colon (Winn Companies), Sandy Paben (Renaissance Groups), Nicole Deren (Keith Construction) and Dan Carleton (Keith Construction) and Patricia Maragioglio (BRJP Construction Monitor).**

**Overall Numerical Compliance: 38,781 Workhours, 123 Workers, 13 Contractors, 38% Boston Residents, 46% People of Color, 6% Females.**

**Dan Carleton (Keith Construction): PowerPoint Presentation / Project Updates** - Is the job bought out? No, paving, fencing and site amenities are yet to be bought out as the work will be next year and bituminous pricing is variable. Who will be the contractors with the majority of the hours going forward? Contractors will remain consistent and site will be added. Job Posting on site, Banners on site, Outreach, Job Fair with Boston Jobs Bank-

9/7/2022, Job Fair- Onsite- 1/18/2023, Bay State Banner, MassHire, Family Fun Day- 7/29/2023. Is there language in the contract to withhold payment? Yes – in The HUD Supplementary Conditions Exhibit and Boston Housing Authority Rider in all subcontracts stating HUD has the authority withhold payments for unpaid wages/liquidated damages. Who is ramping up or down? Contractors will remain consistent and site will be added. MWBEs under contract, Atlantic Bay Contracting, Hoon Construction Services, Tara Construction, Inc., JAMI Wholesale, Roma Painting Corp. **Job Application Process:** Creation of a database for all subcontractors to access. A banner is displayed at the job site. Currently over 157 people are in the database, 23 new hires, 13 local, 16 POC, 4 women.

**Patricia Maragioglio (BRJP Construction Monitor):** Keith Construction is utilizing a WBE for compliance on this project; Superior Plumbing and Tara have met and exceeded the goals for Boston Residents and People of color; J&S Exteriors created a monthly budget to advertise a new position and also posted a job on Indeed for a Commercial Roofer; In February, Cruz electric added a Boston female worker; JC Flooring has been working with Local 2168 to try and hire a female; Kelmon Drywall has written request for a couple of Boston Residents and Minority; There is signage in various parts of the neighborhood for easier access for any individual looking to work on the Mission Main project along with a QR Code; Back in January, a job fair was held at Mission Main Apartments where it was easily accessible to the residents and locals; Since making Tara aware of their below satisfactory numbers for Boston residents, they were able to hire 3 and bring 1 over from another jobsite once he became available. **Concerns:** Low number of women for Tara and Keith Construction and Cruz Electric is also struggling with Boston Resident goals. **Commissioner Flint:** Are people being relocated during this renovation? **Neisha Colon (Winn Companies):** This is an in-place rehab and residents have the right to remain through the RAD transaction. There are relocation specialists available that assist residents with any help they need. **Janine:** The QR Codes listed on the jobsites go to the GC or the Diversity Coordinator for that site and not to the Job's Bank. **Sandy Paben (Renaissance Groups):** We were manually helping people fill out the QR Code for the Job's bank because there was a problem. **Janine:** I just wanted to point that out so that it can be addressed at some point. **Commissioner Flint:** Thank you for your time. It's good to see 18% females. **BEC Commissioners' Follow-up Requests/Concerns**

**Christopher Brown:** Mrs. Odom (BEC Coordinator) will follow up on any outstanding requests/concerns in September.

#### IV. SANCTIONS UPDATE AND DIRECTOR'S REPORT

**Jodi Sugerman-Brozan (Deputy Chief, Worker Empowerment):**

**Duration: 5 mins.**

The recommendation for sanction on the 10 World Trade Center project will be presented in September. The issue of late payrolls is something our staff is working on to create a consistent protocol. We will bring further information soon. The Economic Impact Analysis prepared by the BPDA research staff was shared with the Commission prior to this meeting. The staff is willing to come answer questions during the September BEC, if the Commission is interested. **Commissioner Flint:** There were only 2 commissioners here today. If Commissioner Howell and I were on vacation there would be none. Filling the vacant seats is imperative. **Jodi:** I believe we are getting close and will bring more information in September. **Commissioner Howell:** I wasn't supposed to be here today. This is a voluntary commitment, it's the summer months, vacations and life happens. **Commissioner Flint:** Thank you everyone for your time today.

**2:20pm Meeting adjourned** – Motioned by Commissioner Howell and 2<sup>nd</sup> by Commissioner Flint.

**KO/BEC Coordinator**