

Boston Employment Commission Hearing Minutes

A monthly hearing of the Boston Employment Commission (**BEC**) was held virtually on Zoom, January 15, 2025.

Present: Commissioner Travis Watson, Commissioner Donald Alexis and Commissioner Darrin Howell.

Hearing Began: 1:05 PM

Commissioner Watson: Filling in until Chair Burton arrives.

December 18, 2024 Minutes were held over for approval in February, due to lack of quorum.

ANNOUNCEMENTS

Jodi Sugerman-Brozán (Deputy Chief, Office of Worker Empowerment):

As part of the Workers' Rights Initiative, webinars and clinics are being held. On Monday 80 Uber and Lyft Drivers attended a clinic. This was regarding recent settlement achieved by the Attorney General's office and Union organizing; Clinic series for Worker's Rights (MCAD, AGO, Worker Centers). One was held in Dorchester recently and another will be held 2/25 in Alston at the Brazilian Workers Center; Free Osha 10 training (partnership w/BRJP/Boston Jobs Bank); Free Osha 30 training in regards to the construction Safety Ordinance. All this information will be accessible on the BRJP website.

Commissioner Watson: Is the OSHA 10 training for Boston residents only? **Jodi:** Yes. **Commissioner Watson:** Thank you for this information. FYI, the State recently updated their qualified allocation plan for Developers' looking to finance project and an addendum was made to the Responsible Contractor Labor language. I will do my part in my capacity with MHIC to share this information with the HLC financial projects. **Jodi:** Anything I can do to help (resource related), please reach out.

JOB'S BANK ANNUAL REPORT

Janine McLaren, BRJP Job's Bank Coordinator presented a powerpoint sharing the purpose of the Jobs Bank based on the BRJP Ordinance and the challenges she's encountered getting responses to her email communications from job seekers and construction employers. Janine has a list of over 500 candidates. Her outreach to subcontractors is limited to Non-union/Open Shop and she makes efforts to direct people accordingly. Her outreach process entails: Job and career fairs (12+ annually; job seekers join via QR code and distribution of the BRJP Jobs Bank Brochure.); Boston Resident Jobs Policy website (*Resources for Job Seekers* section); Monthly Jobs Bank Roundtable Meeting w/ community partners; OSHA 10 trainings (9 free OSHA 10 trainings in FY25: 5 English, 2 Spanish, 1 Brazilian Portuguese and 1 in Haitian Creole); Email List comprised of approximately 500 contractors, community partners, unions, training programs, Boston Public Library, Boston Public Schools, Boston Public Health Commission, Adult Education programs, trade school training programs, YouthBuild Boston, Building Pathways, Home Builders Institute, FC Tech, etc.; Word of mouth through other Jobs Bank candidates; Pre-construction meetings - Jobs Bank Coordinator attends pre-construction meetings for nonunion and open shop projects. 57 Candidates were referred to 15 contractors in 2020-2021. The numbers dropped off significantly after 2021 due to COVID, but increased in 2024 (17 requests in 2022, 17 requests in 2023, 34 requests in 2024). Most common requests: 31% Laborers, 13% Carpenters, 13% Bricklayers, 11% Electricians. Despite our best efforts to get information from contractors, we do not know how many of those Referred were hired.

The Ordinance requires that contractors maintain a record of job seekers who contacted the contractor directly and BRJP Jobs Bank referred job seekers including whether they were hired, and the reason for denial if they were not hired, which must be shared with the Construction Monitor monthly. **Commissioner Watson:** Outstanding presentation, Janine, you mentioned 34 requests in 2024. There were a number of non-union projects in 2024 not meeting the BRJP requirements. In your opinion what's the disconnect between contractors actively seeking candidates through the jobs bank? **Janine:** In my opinion that's a two-fold answer. Pre and Post COVID. COVID has completely changed the labor market. Much of the workforce is seeking remote type work (at least part-time) and construction is not a job you can do remotely. In addition, there's no response to my emails requesting feedback on whether a candidate was hired or not (*it's like being ghosted*) and there are no repercussions for lack of compliance with the ordinance.

Public:

Pamela King (Community Advocate): Is the jobs bank specifically for construction? **Janine:** Yes and I make information available to those on the mailing for other resources. **Pamela King:** Beautiful! As it relates to compliance, do projects start without projected workforce needs? **Janine:** The construction monitors would have to address that question. **Christopher Brown (BRJP Manager):** We monitor from the start of the project with Developers and GC's through kick-off meetings (*details of project are reviewed*) and throughout with pre-construction and compliance meetings/corrective action meeting (*referenced payroll submissions*). As it relates to new projects, we set them up on our Salesforce system. **Pamela King:** No project starts without these meetings? **Chris:** I cannot make that statement (100%). We do our best to make sure meetings are happening before a project begins and I'm not aware of any that haven't. **Pamela King:** According to this presentation, I'm hearing no compliance and an appearance of nothing to fight with. The jobs bank coordinator has expressed being ghosted and that should be serious enough for a corrective action meeting. A warning is not in the ordinance (*reference November's BEC*) and a warning doesn't appear to be working (*ref. \$300 a day fine*). **Jodi:** Thank you Ms. King for your comments. The November presentation was in regards to late payrolls. We are working on setting up a similar process for the jobs bank. There's a lot of moving parts as it relates to the GC's responsibility with the subcontractors and issues with salesforce. Janine has been keeping track of the data and this is the first step in her presenting today. **Pamela King:** This has been going on since 2017 (*referenced the sanction that was given in April 2023*). The ordinance has already given guidance. Something is not right and we can't be sweet to the developers at the expense of the people. It's unlawful! I believe in law and order and don't mean to be blunt, but this non-compliance is causing people to lose out on lucrative jobs (*referenced a city councilor who went to a construction job site and couldn't find 5 Boston residents to sign their petition*). **Commissioner Watson:** Ms. King you raised great points. I did not take your delivery as blunt, and I appreciate your passion for creating opportunities. Your feedback will help the administration; the BRJP office and the Boston Employment Commission strengthen the policy (*referenced further connecting to build on her advocacy*). **Pamela King:** Thank you. I would love to help. I make efforts to stay informed through the investigative work of GBH and I see that the law can work if we follow the law. **T. Michael Thomas (Peoples Academy):** The People's Academy was started because of the systemic racism and to train and increase the numbers as it relates to Boston residents, people of color and women. I would love an opportunity to have people come to the People's Academy for a sit down meeting and presentation on solutions that would address the very conversation going on today. I have experience and understand how the unions work (*shared his resume of experience*). **Commissioner Watson:** The invitation is open to others, I'm in and I believe you undersold your expertise. You are a world renowned Coppersmith (T. Michael said, the only one of color). We can have Kim help coordinate a meeting (*Jodi also put her email contact in the chat for Mr. Thompson to reach out to her*). I know the meeting has gone a little long, but it was substance that was necessary to be heard.

SPECIAL PRESENTATIONS

- **2 H Street**

Duration:

Present: Peter Zagorianakos (Triad Alpha Partners, LLC), Takara Hamilton (BRJP Construction Monitor)

The Project includes the new construction of a three-story mixed-use building of approximately 133,626 gross square feet, with 127 units of rental housing and approximately 3,000 gross square feet of ground floor retail space, above 152 garaged parking spaces and related improvements at the Site. 16 residential units (13% of its total) as on-site IDP units, for workforce and mid-market earners; Passive House Certifiable; Bldg approaching Net Carbon Zero; \$250K in public realm improvements. **Construction Buyout (Awarded Subcontractors)** Post tension slab – Constructive Services, Inc.; Framing & windows- NEBS; Excavation, Bldg wrap, insulation, metal siding, roofing – Wadleigh & Associates; Elevator – Keystone Elevator; Plumbing – Wellington Plumbing; Fire Suppression – A&E Fire Protection. **Wadleigh & Associates - Self Performs Various Trades** - Employ our own trades people; 100% minority field personnel; Self perform various trades during Project; Hire direct. **Workforce Diversity/Community Partners** - In the process of engaging: Franklin Cummings Tech, Madison Vocational Tech School, Mass Hire, Youth Build Boston and Center for Women's Enterprises. **Job Application Process** - Hiring sign on front Entrance along H St.; To call directly to Asst. Project Mgr.; Onsite interview process; Timely Hiring decision. **Project Team - Proponent:** **H Street Associates, LLC** - Peter Zagorianakos, Manager; GC: **Wadleigh & Associates, Inc** - Peter Zagorianakos, Manager; **Legal Counsel:** **MQMH LLP** - Joseph P. Hanley, Esq. – Partner; **Architecture:** **R&B Design** - Ronald Bennett – AIA & **Crosstown Foundation for the Arts, Inc.** - Sandro A. Carella, AIA, LEED, phius; **Civil Engineer:** **Columbia Design Group** - Peter Gammie – PE; Struct Engineer: **ASME** – Ivanna Alvanzar – PE; MEP: **Zade Engineering** – Mohammed Zade – PE; Geotechnical: **Geotechnical Services, Inc** – Dan Kennealy – PE

- **55 India Street**

Duration:

Present:

The project site is located at 55 India Street in Downtown Boston. The existing parcel of land consists of a 7,100 SF surface parking lot and will be developed into a 12-story residential building. The 67,000 sqft building will consist of 4,000 sqft of commercial space on the ground floor and 29 condo units throughout the remaining floors. The site is bound by India Street to the north, Franklin Street to the west, Well Street to the south and Surface Road and the Rose Fitzgerald Kennedy Greenway to the east. The building features premium materials and enhances the block with upgrades to sidewalks, curbs, and decorative pavement. The project massing aligns with the surrounding historic street walls and incorporates durable materials such as a granite base, cast stone belt coursing, and brick masonry to ensure consistency with the scale and character of the area.

Project Team

Developer: Boston Residential Group

Owner's Representative: Sydney Project Management

Construction Manager: RISE Construction Management

Construction Schedule

Total Construction Activities: 11/12/24 – 08/25/26 (466 Days)

Site Work: 11/22/24 – 06/23/25 (152 days)

Structure: 02/14/25 – 11/04/25 (188 days)

Façade: 08/08/25 – 03/19/26 (160 days)

Interiors: 10/15/25 – 07/28/26 (205 days)

Equipment & Commissioning: 04/13/26 – 08/25/26 (97 days)

Elevators: 04/13/26 – 07/31/26 (80 days)

Construction Buyout (Awarded Subcontractors)

Canatal Industries – Structural Steel (Structures Derek – Installer).

DHC Services Corp – Waterproofing & Masonry.

G&C Concrete – Concrete.

J. Derenzo Company – Sitework (Keller North America – Pile Installer).

KONE Corporation – Elevators.

Scorpions Contracting, Inc. – Electrical, Fire Protection, HVAC, Plumbing, Drywall, Rough Framing, Tape & Paint.

Sunrise Erectors, Inc. – Façade, Glass & Glazing.

Superior Rail & Iron Works Inc. – Misc. Metals.

Workforce Diversity Efforts/Community Partners

Building Pathways, Inc.

List of M/WBE Contractors

Scorpions Contracting, Inc. – M/WBE (Awarded 36% of Total Contract Value)

DHC Services Corp. – WBE (Awarded 3% of Total Contract Value)

Job Application Process

QR Code Posted on Jobsite Board

PROJECT REVIEWS

Simmon's University

Duration:

Present

Overall Numerical Compliance: 51,922 workhours, 336 workers, 20 contractors, 19% Boston Residents, 25% People of Color, 6% Women

Roxbury Prep

Duration:.

Present:

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Overall Numerical Compliance: 89,670 workhours, 547 workers, 23 contractors, 25% Boston Residents, 40% People of Color, 7% Women

BEC Commissioners' Follow-up Requests/Concerns

Sanction Recommendation – Nothing Outstanding

DIRECTOR'S REPORT

Jodi Sugerman Brozan (Deputy Chief, Worker Empowerment):

Motion to adjourn - Commissioner Watson, 2nd - Commissioner Howell

Meeting adjourned 3:05 pm

KO/Executive Coordinator