

# Boston Employment Commission

## Regular Meeting Minutes

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A regular meeting of the Boston Employment Commission (**BEC**) was held on Wednesday, May 16, 2018 at 1 City Hall Plaza, Conference Room 801, Boston, MA 02201.

### **Commissioners Present:**

Chair, Commissioner Travis Watson, Commissioner Charles Cofield, Commissioner Jorge Martinez and Commissioner John Redd.

### **Meeting Begins: 3:00PM**

#### **I. MEETING MINUTES**

Commissioner Watson called the meeting to order. The **April 18, 2018 minutes were accepted and approved.**

#### **II. SPECIAL PRESENTATIONS**

##### **A. BU Dental (subject to New Ordinance)**

**Duration: 15mins.**

**Present: David Flynn (Boston University), Walt Meissner (Boston University), Dan O'Sullivan (Shawmut Design Construction), Kevin Sullivan (Shawmut Design Construction), Yvette Yepes (Shawmut Design Construction), Brian Kelley (Compass Project Manager), Mark Potter (Smithgroup JJR), Pamela Ruffo (BRJP Monitor)**

#### **Project Overview**

The project located at 100 East Newton Street in the South End of Boston includes an addition and renovations. The building will continue to be used as a teaching and clinical space

**Pam:** Project is under new ordinance, just started and coming in with very low numbers. A Corrective Action Meeting was held 5/15/18 with several subs. Marty Walsh, Business Agent, Local 223 Laborers addressed the subs at this meeting and commented if they kept females in core group, numbers would be higher. **Commissioner Watson:** Do you understand New Ordinance? Is there language to withhold payment in contract? If not, what's strategy? **David (Boston University):** We do understand. We get ownership to buy into BRJP goals. There's no language in contract now, but I can't say there won't be in the future. Our strategy is bringing everyone to the table on a weekly basis. **Commissioner Cofield:** Suggested language - if they can't make commitment, they can't bid. **Commissioner Redd:** Did you look at BRJP history of contractors hired? **Shawmut:** There was screening before bringing them on. **Commissioner Watson:** Pam, initial concerns? **Pam:** It's how you start. Shawmut Design is competing with themselves, causing low numbers. Hayward Baker came on and did document outreach and response from union halls. **Commissioner Watson:** How many subcontractors to be bought out? **Shawmut:** 40% left. **Commissioner Watson:** Recommendation to BRJP staff - asks for Workforce Projections, and have a monthly review of numbers on this project.

**Public Comment: Janet Jones (Boston Jobs Coalition)** I was at Shawmut project at UMass yesterday. 31%BR, 35%POC, 8%F is not terrible, but you can do better on this project.

**B. 480 Rutherford Ave.**

**Duration: 8 mins.**

**Present: Tessa Davies (Trademark), Melissa Coe (Lee Kennedy), Manuel Barbosa (BRJP Monitor)**

**Project Overview**

Project is located at 480 Rutherford Ave., Charlestown, MA and is a new construction, 6-story 203,000 square foot apartment building with 177 rental units.

**Melissa (Lee Kennedy):** Preliminary #'s - 1,400 wkhrs, 26%BR, 33%POC, 6%F. Lee Kennedy is not self-performing on this project. **Commissioner Watson:** Do you have withholding payment language in your contract? **Melissa:** Yes. **Commissioner Cofield:** Federal Concrete has no way of fixing their numbers? Historically Flat work companies do not do well. Federal is doing Flat work. **Melissa:** In contact with them on weekly basis. Adriene addresses that. **Manny:** Adriene and I have a good working relationship. Actively contacting union hall. Payroll submission is 5-6 days.

**Commissioner's Request:** Workforce Projection for Flat work.

**III. PROJECT REVIEWS**

**A. Parcel M1 & M2**

**Duration: 23mins.**

**Present: Michael Schumacher (Cottonwood Management), Kate Blessington (JMA), Karen Blessington (JMA), Joel Dyson (JMA), Seamus Higgins (Hayward Baker Inc.), Angelo Colasanze (Treviicos), Tony Fidanos (S&F),**

**Project Overview:**

Current Overall # - 125,136 work hours, 33%BR, 25%POC, 3%F

**Pam:** Corrective Action Meeting last week with S&F, Lund Rebar, J Derenzo and JC Cannistraro. S&F will transfer workers from Everett Casino job as they downsize at that site. **Commissioner Watson:** Payroll submission critical and you're solid there - Boston Resident verification at 88%. Corrective Action letter shows Treviicos is working hard. Hayward Baker 42,000 work hours on overall jobs w/BRJP. What are the challenges around residency and female employment? How can we help? **Seamus (Hayward Baker):** When you're a specialized company - only room is with the laborers (tie back). Either, union halls are empty or busy and no one's available. **Commissioner Watson:** Equipment Operators (Local 4) struggling. Set up a conversation with Local 4 within the next month or so and invite me. **Pam:** A lot of GC's invite Local 4 and they don't respond. Your request gives me opportunity to say BEC is requesting this meeting. **Commissioner Redd:** Any room for sponsorship? **Angelo (Treviicos):** We have training programs. **Commissioner Watson:** Because we're not at 25%, the best use of time is to have conversations with Local 4. I concur with Pam's recommendations. **Karen (JMA):** They all are very pro-active with us. S&F did exceptional on this job with Boston Residents and we have a lot of support documentation. **Commissioner Watson:** Efforts are being made, but we're still not getting there. A conversation is needed. **Tony (S&F):** In the last 5 years we've increased from 2 females to 15 females - ongoing fight, but getting better. **Commissioner Cofield:** Finding females is not a challenge? Are you willing to train? **Reply:** We've had many apprentices work as 2<sup>nd</sup> year crane operators, slurry bucket, etc. - tough to keep in our business, 2-1 ratio Exploratory Operators. Losing the battle. A lot are People of Color, not residents so much. Apprentices don't have any say in staying on jobs/projects.

**Public Comments: Janet Jones (Boston Jobs Coalition)** Hayward Baker performed very poorly on Roxbury Parcels. Maybe they don't need to work in Boston - Incredibly expensive buildings going up.

**Commissioner Request:** BRJP Monitor set up a conversation with Local 4 within next month or so - invite Commissioner Watson.

**B. Boston Garden Podium**

**Duration: 15mins.**

**Present: Eric Stadelmann (Boston Properties), Karen Blessington (JMA), Kate Blessington (JMA), David Hartford (JMA), Manuel Barbosa (BRJP Monitor)**

**Project Overview:**

Current overall #s – 284,445 wkhrs, 29%R, 28%POC, 6%F

**Commissioner Watson:** JMA self-performing on project, doing exceptionally well - refreshing to see GC leading by example. Century Drywall and G&C Concrete state in their correspondence they shift people around to make the numbers, which is not acceptable and defeats the goals of the BRJP Ordinance. **Kate:** 44,805 total workhours reported for carpenters, G&C Concrete and Century Drywall reported 90% of these hours. JDC reached out to union. G&C Concrete reached out. Century reached out last week (Roger). **Commissioner Cofield:** Century Drywall is good at reaching out for union referrals. G&C is not and they make it seem their system is specialized. History on G&C will show they've never had a job they've been in compliance with. **David (JMA):** They have another year on the job. **Commissioner Watson:** Manny, schedule a meeting with G&C? I'd like to attend. Run their numbers for past 3 to 4 years. **Commissioner Cofield:** S&F is more willing to train than G&C. G&C is fast/high paced. Training is where we need to get folks on board. Need to start enforcing that they train. I have a list of females that were brought into Carpenters Union that just need an opportunity. **Commissioner Redd:** Agree with conversation on training. **Karen:** We can bring them into a meeting with ownership. Drug testing is mandatory and we deal with challenges that come with that. **Commissioner Cofield:** If you pull G&C in for Corrective Action at your trailer, I will attend. **Karen:** Regarding Commissioner Cofield's statement, this is new to me that apprentices referred to G&C who can't keep up with their fast/high paced standards instead of being trained are laid off in 1-2 days. **Commissioner Cofield:** Its contractor's choice, if a worker makes more than 2 days with G&C that's good. We try to send more experienced workers and not brand new apprentices to G&C. We're not forcing contractors to pay someone who can't do job just to meet numbers. I don't think all people we send are given a fair opportunity. **Commissioner Watson:** I welcome this exchange. It only helps us all. When will we see this project again? **Manny:** April 2019 (50%).

**Commissioners Request:** BRJP Monitor schedule a meeting with G&C, run BRJP history for past 3 to 4 years. Invite Commissioner Watson and Commissioner Cofield.

**C. 132 Chestnut Hill Ave.**

**Duration: 18mins.**

**Present: Carl Johnson (Dellbrook JKS), Cathy Urban (Dellbrook JKS), Michele Sdougas (JCHE), and Robert Woodson (BRJP Monitor)**

**Project Overview:**

Current overall #s – 12,017 workhours, 47%BR, 49%POC, 3%F

**Commissioner Watson:** Continue strategies for BR and POC. **Carl (Dellbrook JKS):** Reform will be off site for 4 months (May-Aug). JRF is back on site this month. Reform and JRF are negatively impacting female numbers. Building Envelope Systems self-performed only the miscellaneous metals scope of work which is not specialized - they have minimal work left – 6 months away. Building Envelope Systems hired MAS to complete the steel erection. MAS brought on 2 female ironworkers/welders. **Commissioner Watson:** Can we have Reform, JRF, and Building Envelope Systems in for a conversation on female participation? **Commissioner Cofield:** MAS doesn't have a good history on Boston Residents. **Commissioner Watson:** Who's coming on? **Carl:** Shephardville, National Lumber and Excel Group. **Commissioner Cofield:** Did you do any research? **Carl:** No. **Commissioner Cofield:** They're using Brazilians and Latinos to meet People of Color numbers. **Commissioner Watson:** Withholding payment language in contract? **Carl:** No. **Carl:** Marguerite Concrete has 2 females on their payroll now which is a huge step in the right direction for them and us, as they have a below average track record across the board in this category. **Robert:** Request Dellbrook and Marguerite give forecast of pours on pour by pour basis.

**Public Comment: Janet Jones (Boston Jobs Coalition)** City and State funds are going into this project. Females who would like to have jobs in this city and state would like to get our tax dollars' worth.

**Commissioner Requests:** Projections from Marguerite focusing on concrete pours; Workforce Projections for JRF and Reform Masonry addressing zeros and Corrective Action Meeting with JRF, Reform Masonry to address 0% female participation. Corrective Action Meeting with Building Envelope Systems to address 0% in all categories.

**D. Improvements to Children's Wharf Park**

**Duration: 16mins.**

**Present: Kyle Anutto (MacKay) and Claudette Austin (BRJP Monitor)**

**Project Overview:**

Current overall #: 9,738 work hours, 31%BR, 37%POC, and 11% F

**Commissioner Watson:** Your letter is different than other GC letters. It's one of the better correspondences I've seen that thoroughly addresses your challenges. **Kyle:** Kickoff meeting back in November helped us set our goal in honoring the heart of the city/community for this project. We realize we need to bring in the younger workforce to learn from older workforce. **Commissioner Watson:** PJ Dionne, McDonald Electric, Xquisite Landscape's history numbers are concerning. **Kyle:** McDonald reaches out to local high-school from what I'm told. Compared to some other electricians we've seen in Boston, they do better. Xquisite has a renowned expertise. This site has a female foreman. **Commissioner Watson:** I'd like Workforce Projections from PJ Dionne, Xquisite and McDonald. **Commissioner Cofield:** Are you increasing size of your crew? **Kyle:** Probably will maintain, but possible there will be influxes.

**Public Comment: Janet Jones (Boston Jobs Coalition)** Excited about the park. Claudette made a reference to Building Pathways, and Youthbuild is a great resource to reach out to.

**Commissioner Watson:** I concur with Claudette's recommendations and appreciate your approach, compassion, understanding and significance on this project.

**Commissioners Request:** Workforce Projections from PJ Dionne, Xquisite Landscape and McDonald.

**IV. DIRECTOR'S REPORT:**

**Duration: 15mins.**

**Director Crockett:** There are a couple dozen projects under the New Ordinance gearing up to come before you. Chris Brown/BRJP and Peter Sasso/BPDA who are here and staff on both sides has helped us get to this point and are ready and in position to track these projects. As we continue to manage the 140-200 projects, we will probably add one more project for review to the monthly agenda. **Kim Odom (BEC Coordinator):** Reviewed newly created BEC FAQs sheet that serves as an orientation tool and will help towards moving the monthly BEC meetings in a timely manner. Commission approved for implementation. **Commissioner Watson:** Recommends BRJP Monitors only read **I. Overall Numerical Compliance, BRJP Issues and Highlights and Recommendations** on Page 2 of BEC Report to save time. **Director Crockett:** Announced her transition back to Academia / MIT. June will be her last BEC Meeting. Christopher Brown, BRJP Manager will serve as Acting Interim Director. **Commissioner Cofield:** Acknowledged the important work Director Crockett put in that has improved the BRJP to where it is.

**Director's report accepted and approved.**

**Meeting adjourned at 5:05pm.**