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; 10/25/18 2:36 AM
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;;;BOSTON CITY COUNCIL
;;;10/25/2018

TEST CAPTION
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>>> GOOD MORNING, EVERYONE.
I'M FRANK BAKER, DISTRICT 3 CITY
COUNCIL, I'M THE CHAIR OF BOSTON
CITY COUNCIL COMMITTEE ON JOBS,
WAGES AND WORKFORCE DEVELOPMENT.
I'M JOINED BY MY COLLEAGUES
COUNCILOR KIM JANEY FROM
DISTRICT 7 AND ALSO COUNCILOR
LYDIA EDWARDS FROM DISTRICT 1.
I WANT TO REMIND YOU THAT THIS
IS A PUBLIC HEARING BEING
RECORDED AND BROADCAST ON
COMCAST 8, RCN82, VERIZON 1964
AND STREAMED AT
BOSTON.GOV/CITYCOUNCILTV.
PLEASE SILENCE ALL YOUR CELL
PHONES AND OTHER DEVICES.
WE WILL TAKE PUBLIC TESTIMONY AT
THE END OF THIS HEARING.
WE WOULD APPRECIATE IT IF YOU
WOULD SIGN IN AND INDICATE IF
YOU WOULD LIKE TO TESTIFY.
TODAY'S HEARING IS ON DOCKET
NUMBER 1398, AN ORDER FOR A
HEARING REGARDING A BIENNIAL
REVIEW OF THE BOSTON EMPLOYMENT
COMMISSION AND THE BOSTON
RESIDENTS JOBS POLICY.
I ASK THAT WHEN YOU DO GIVE YOUR
TESTIMONY PLEASE STATE YOUR NAME
FIRST, CLEARLY, AND YOUR
AFFILIATION.
AT THIS POINT, I WOULD LIKE TO
OPEN UP WITH OPENING STATEMENTS
FROM THE COUNCILORS.
COUNCILOR JANEY?
>> GOOD MORNING.
THANK YOU FOR BEING HERE.
THANK YOU FOR CONVENING THIS,
MR. CHAIR AND I CERTAINLY WANT
TO ACKNOWLEDGE AND THANK
COUNCILOR EDWARDS FOR HER
PARTNERSHIP.
ALSO, I WANT TO RECOGNIZE THAT

WE ARE JOINED BY FORMER CITY COUNCILOR CHUCK TURNER WHO HAS BEEN A STRONG ADVOCATE ON THIS ISSUE, MAKING SURE THAT WE'VE GOT CONSTRUCTION JOBS THAT ARE GOING TO BOSTON RESIDENTS, TO PEOPLE OF COLOR AND TO WOMEN IS VERY IMPORTANT, PARTICULARLY IF WE ARE TALKING ABOUT ENSURING ECONOMIC OPPORTUNITY FOR PEOPLE IN OUR COMMUNITY AND MAKING SURE THAT WE ARE CLOSING THE WEALTH GAP.

THERE ARE A NUMBER OF JOBS ON CONSTRUCTION SITES GOING ON THROUGH THIS CITY BECAUSE OF THE ECONOMIC BOOM AND WE'VE GOT TO DO ALL WE CAN TO MAKE SURE THAT THOSE JOBS ARE GOING TO OUR PEOPLE AND SO I'M GLAD THAT WE HAVE THIS PANEL BEFORE US.

I'M CERTAINLY GRATEFUL FOR THE WORK OF THE BACK END MAKING SURE THAT THAT IS HAPPENING.

I HAVE THE PLEASURE BEING THE DISTRICT COUNCILOR FOR ROXBURY TO MONITOR JOBS.

I'VE CONTINUED THAT TRADITION OF MONITORING THE CONSTRUCTION JOBS IN ROXBURY TO MAKE SURE THAT THAT IS HAPPENING AND SO WORKING WITH MEMBERS OF THE MONITORING COMMITTEE, MANY OF WHOM ARE HERE THIS AFTERNOON, LOOKING FORWARD TO THEIR TESTIMONY, WHAT I KNOW FROM DOING THIS WORK OVER THE LAST 10 MONTHS, ALMOST A YEAR, IS THAT ALTMORE NEEDS TO BE DONE TO MAKE SURE THAT WE'RE HITTING THE NUMBERS, TO MAKE SURE THAT WE'RE ACTUALLY BUILDING A PIPELINE, PARTICULARLY FOR WOMEN IN THE INDUSTRY, MAKING SURE THAT MORE IS BEING DONE AROUND MADISON PARK TO STRENGTHEN THAT AS A PIPELINE.

SO I WON'T TAKE UP A LOT OF TIME HERE.

I'VE GOT A LOT OF QUESTIONS AND I KNOW THAT THERE'S A VIDEO AND PANEL PRESENTATIONS.

BUT JUST WANTED TO ONCE AGAIN THANK THE PANEL, THANK ALL OF THE ADVOCATES IN THE ROOM AND

JUST KIND OF CLEARLY STATE MY
COMMITMENT TO MAKING SURE THAT
WE'RE DOING ALL WE CAN TO AGAIN
FOR BOSTON RESIDENTS, PEOPLE OF
COLOR AND WOMEN IN THE
CONSTRUCTION INDUSTRY AND THAT
WE'RE ACTUALLY MEETING THE GOALS
SET FORTH BY THE CITY SO THANK
YOU.

>> THANK YOU COUNCILOR.

I WOULD ALSO LIKE TO RECOGNIZE
FORMER STATE SENATOR DIANE
WILKINSON FOR YOUR WORK ALSO AND
ALSO FORMER STATE REPRESENTATIVE
RODRIGUEZ.

COUNCILOR EDWARDS?

>> I WANTED TO MAKE MY COMMENTS
BRIEF.

THANK YOU FOR YOUR WORK, THANK
YOU FOR CONTINUING THIS
CONVERSATION AND IT WILL BE A
CONTINUED CONVERSATION THAT WE
HAVE REGULARLY SO IT'S WONDERFUL
TO SET THE BAR HIGH AND TO MAKE
SURE THAT WE SET A RHYTHM THAT
WE CAN SUSTAIN FOR TRANSPARENCY
AND MAKING SURE THAT WE CONTINUE
TO ADVOCATE AND WORK FOR THE
SAME GOALS.

THIS IS A HEARING TO LOOK
FORWARD TO.

WE WANT THE SAME THING.

IT'S WONDERFUL TO SEE THE WORK
THAT YOU'RE PUTTING IN.

AND SO I WANTED TO ACKNOWLEDGE
OTHER PARTNERS WHO ARE ALSO IN
THE ROOM OR WOULD WANT TO BE IN
THIS ROOM, AS WELL.

AS WE'VE ALREADY RECOGNIZED THE
FORMER ELECTEDS, I WOULD ALSO
LIKE TO RECOGNIZE FOLKS WHO ARE
IN THE TRADE AND WORKING REALLY
HARD IN THEIR OWN LEADERSHIP.
LOCAL 103, ONE OF THE LEADERS
THERE WHO IS MAKING SURE THAT
PEOPLE OF COLOR AND WOMEN HAVE
CONTINUED PATHWAYS IN THE
TRADES, WHICH IS AGAIN IMPORTANT
FOR OUR GROWTH.

I DO KNOW THAT THE BOSTON
BUILDING TRADES WANTED TO BE
HERE OR MAY ALSO BE PROVIDING A
STATEMENT IN SUPPORT.

I'VE HEARD FROM THE TEAMSTERS,

FROM SEVERAL OTHER LOCALS, AS WELL.
ALSO WANT TO ACKNOWLEDGE SOME DEVELOPERS WHO ARE INTERESTED IN THIS.

CLAYTON TURNBILL, RICHARD TAYLOR WHO ARE VERY MUCH EXCITED ABOUT ASSURING THAT THE WORKFORCE IS DIVERSE AS THEY CONTINUE TO GROW IN THE CITY OF BOSTON.

SO I'LL LEAVE IT AT THAT.
I'M EXCITED TO HEAR WHAT YOU HAVE TO SAY.

>> AND JUST FOR THE RECORD, I WOULD LIKE TO READ SOMETHING FROM COUNCIL PRESIDENT ANDREA CAMPBELL.

DUE TO A LONG STANDING OBLIGATION I REGRETTABLY CANNOT ATTEND TODAY'S HEARING REGARDING DOCKET 1398, A REVIEW OF THE BOSTON EMPLOYMENT COMMISSION AND BOSTON RESIDENTS JOB POLICY.

I AM GRATEFUL TO THE MAKERS OF THIS HEARING ORDER, COUNCILOR EDWARDS AND COUNCILOR JANEY FOR EMPHASISSING THE IMPORTANCE OF COMPLYING WITH THE POLICY AND LOOK FORWARD TO WORKING IN PARTNERSHIP TO ENSURE THAT THE COUNCIL RECEIVES REGULAR REVIEWS AND DATA COLLECTION.

I WILL BE ABLY REPRESENTED BY ONE OF MY STAFF MEMBERS AT TODAY'S HEARING AND I LOOK FORWARD TO REVIEWING THE COMMITTEE'S REPORT AND ANY RECOMMENDED NEXT STEPS.

SINCERELY, ANDREA CAMPBELL,
BOSTON CITY COUNCILOR DISTRICT 4.

I TURN IT OVER TO THE PANEL.

>> THANK YOU, MR. CHAIRMAN.

CHAIRMAN BAKER, COUNCILOR EDWARDS, COUNCILOR JANEY, I WANT TO FIRST THANK YOU FOR YOUR --
>> STATE YOUR NAME, PLEASE.

YES, SIR, JOHN BARROWS, CHIEF OF ECONOMIC DEVELOPMENT FOR THE CITY OF BOSTON.

>> THANK YOU, JOHN.

I WANT TO FIRST RECOGNIZE THE PARTNERSHIP THAT WE HAVE WITH THE COUNCIL ON THIS AND WE WANT

TO THANK YOU FOR SETTING THE BAR
HIGH AND LOOKING FORWARD TO AT
LEAST BEING IN FRONT OF YOU
TWICE A YEAR TO MAKE A
PRESENTATION ON SOMETHING THAT
WE BELIEVE IS TRULY IMPORTANT.
IT IS A PRIORITY OF MAYOR WALSH
AND THE ADMINISTRATION TO
INCREASE EQUITY IN THE
CONSTRUCTION AND REAL ESTATE
DEVELOPMENT INDUSTRIES AND
ENSURE GOOD JOBS FOR ALL
BOSTONNIANS, WHICH IS WHY WE
HAVE A FULL TEAM HERE.

I AM CENTRAL HONORED TO HAVE THE
WORK OF THE BRJP AND BEC WITHIN
THE ECONOMIC DEVELOPMENT CABINET
AND THE LEADERSHIP THAT YOU SEE
HERE AT THE TABLE CARRIES OUT
THAT WORK AND I WANT TO -- AND
YOU'RE GOING TO BE HEARING FROM
EVERYBODY AT THE TABLE IN OUR
BRIEF PRESENTATION BUT WANTED TO
ACKNOWLEDGE TO MY RIGHT THE
CHAIR OF THE BOSTON EMPLOYMENT
COMMISSION, I WANT TO RECOGNIZE
CHRIS BROWN TO MY FAR LEFT, THE
BRJP MANAGER.

I WANT TO RECOGNIZE KIM ODEN WHO
IS THE BECK COORDINATOR.
AND I ALSO WANT TO RECOGNIZE THE
DEPUTY DIRECTOR.

AND I THINK, YOU KNOW, WE'VE HAD
ONGOING CONVERSATIONS ABOUT THE
CITY'S OWN CAPACITY TO MONITOR
THIS WORK.

WE'VE HAD ONGOING CONVERSATIONS
ABOUT OUR ABILITY TO COMMUNICATE
THE NUMBERS, DATA, ETC. SO WHAT
I WANT TO BRING TO YOUR
ATTENTION AND I'LL USE THIS
SLIDE A LITTLE BIT SO PEOPLE CAN
FOLLOW ALONG WITH SOME OF THIS
INFORMATION, THOSE ARE THE FOLKS
WHO ARE TESTIFIED OR PRESENTING
TODAY.

THE MAYOR'S OFFICE OF ECONOMIC
DEVELOPMENT HAS SPENT SOME TIME
THROUGH INVESTMENTS SUPPORTING
THE COUNCIL IN BEEFING UP THE
CAPACITY OF OUR NEW EQUITY AND
INCLUSION UNIT WITHIN THE
ECONOMIC DEVELOPMENT DEPARTMENT.
THAT NEW EQUITY AND DEVELOPMENT

UNIT HAS A DIRECTOR AND THE
DIRECTOR IS HERE WITH US.
WE ANNOUNCED IT LAST WEEK,
PLEASE STAND, THE NEW DIRECTOR
OF THE EQUITY AND INCLUSION UNIT
FOR THE CITY OF BOSTON.
I ALSO SEE WITH HER OUR NEW
OUTREACH COORDINATOR I'M GOING
TO CALL OUT JOSH McFADDEN.
JOSH JUST RAISE YOUR HAND OR
STAND.

I SEE RICHARD, WHO IS ALSO NEW
TO INTRODUCE SOME OF THE NEW
PEOPLE ON THE TEAM, WORKING ON
PROCUREMENT, THANK YOU RICH.
AND I'M PROUD TO BE JOINED BY
THE EQUITY AND INCLUSION STAFF.
IN FACT, IF YOU REMEMBER THE
EQUITY AND INCLUSION TEAMS,
PLEASE STAND JUST SO THAT YOU
CAN BE ACKNOWLEDGED HERE TODAY.
THANK YOU VERY MUCH.

IT IS CRITICAL THAT WE HAVE THE
RIGHT AMOUNT OF STAFF TO DO
THIS, SO ONCE AGAIN, WE ADDED
THREE NEW CONSTRUCTION MONITORS
TO THE TEAM.

WE ALSO ADDED A VERY STRONG
COORDINATOR SO KIM IS HERE AND
WE ADDED A NEW PROGRAM MONITOR
TO THE TEAM.

IN ADDITION TO THAT, WE HEARD
FROM FOLKS THAT INTERNALLY AND
EXTERNALLY THAT WE NEEDED TO
UPGRADE THE TECHNOLOGY THAT WAS
BEING USED TO BOTH HOUSE THE
DATA AND SHARE THE DATA.
SO HAPPY TO ANNOUNCE THAT WE'VE
RECEIVED THE FUNDING TO DO SUCH,
AND SO IMPLEMENTATION AND
TRAINING OF A NEW SALES FORCE
PLATFORM IS CURRENTLY UNDER WAY.
TO ENSURE TRACKING AND TIMELY
REPORTING.

IT'S REALLY IMPORTANT THAT OUR
WEBSITE BE ABLE TO GIVE TIMELY
INFORMATION AND THAT WE'RE ABLE
TO RUN A VARIETY OF REPORTS SO
THAT WE CAN BE STRATEGIC IN HOW
WE MOVE THIS WORK FORWARD.
ANOTHER LARGE PIECE TO THIS
PUZZLE AND WE'LL BE HAPPY TO
ADDRESS IT, THE ONGOING
DISPARITY STUDY THAT WE'RE

CURRENTLY UNDERTAKING AND THE DISPARITY STUDY WAS LAUNCHED THIS YEAR AND WILL BE COMPLETED NEXT YEAR AND I AM LOOKING FORWARD TO THE RESULTS OF THAT STUDY AND CONTINUE TO WORK WITH YOU IN MAKING SURE THAT THE PROCUREMENT PROCESS FOR THE CITY IS MORE EQUITABLE AND MORE PEOPLE GET TO PARTICIPATE.

I ALSO WANT TO RECOGNIZE, I JUST SAW HER WALKING IN, THE WORK OF OUR FORMER DIRECTOR OF ECONOMIC POLICY AND RESEARCH AND THAT'S CAROLYN CROCKET, WHO DID AMAZING WORK.

YES, SHE DID.

AND CONTINUES TO BE A PARTNER WITH THE CITY ON THE DISPARITIES STUDY FROM ACROSS THE RIVER AT M.I.T.

I WANT TO RECOGNIZE SOME OF THE PARTNERS THAT ARE HERE, SOME OF WHOM HAVE ALREADY BEEN RECOGNIZED, BUT THE WORK OF THE CITY IS DONE BEST IN PARTNERSHIP WITH OUR RESIDENTS AND OUR ACTIVISTS AND THERE ARE THOSE WHO HAVE BEEN PUSHING AND ADVOCATING IN THIS AREA, CONTINUE TO PUSH AND ADVOCATE IN THIS AREA AND I WANT TO RECOGNIZE THE IMPORTANCE OF THAT, FORMER COUNCILOR CHUCK TURNER IS HERE.

MEMBERS OF THE MONITORING COMMITTEE FROM THE ROXBURY STRATEGIC MASTER PLAN OVERSIGHT PROCESS, MEMBERS OF THE BOSTON -- GIVE ME THE -- BLACK ECONOMIC JUSTICE INSTITUTE, THANK YOU.

ROXBURY LABOR, I'M GOING TO CALL ON SOME OF THEM A LITTLE BIT LATER IN MY PRESENTATION.

SO WHAT WE SEE IS EVEN THOUGH WE HAVE A ROBUST ECONOMY WITH OVER \$9.3 BILLION OF ACTIVE DEVELOPMENT UNDER CONSTRUCTION RIGHT NOW IN THE CITY OF BOSTON, WE STILL HAVE HUGE DISPARITIES. IN 2018 -- WE CURRENTLY HAVE APPROVED \$6.8 BILLION OF NEW DEVELOPMENT IN THE PIPELINE.

WE HAVE 55.4 MILLION SQUARE FEET OF NEW DEVELOPMENT WORTH \$26.5 BILLION THAT HAVE BEEN APPROVED SINCE 2014.

AND, YOU KNOW, THROUGH SEPTEMBER WE'VE ALREADY MATCHED, IN FACT, THE 2017 APPROVALS.

SO WE ARE IN A RECORD-SETTING YEAR.

WE ARE IN A RECORD-SETTING FOUR YEARS.

WE'RE SEEING UNPRECEDENTED GROWTH.

NEARLY 20% OF HOUSING APPROVED IS INCOME RESTRICTED.

4,210 UNITS OF THAT 866 UNITS -- EXCUSE ME, OUT OF 4,210 UNITS THAT WE'VE APPROVED, 866 UNITS ARE RESTRICTED.

JOBS ARE -- UNEMPLOYMENT IS AT AN HISTORIC LOW IN BOSTON AT 3%, MASSACHUSETTS AT 3.2% AND IN SOME OF OUR NEIGHBORHOODS THAT HAVE HAD DOUBLE-DIGIT GROWTH, UNEMPLOYMENT NUMBERS WE'RE SEEING IN ROXBURY, 4.8% UNEMPLOYMENT.

DORCESTER.

STILL MULTIPLES OF THE CITY'S UNEMPLOYMENT NUMBER, BUT WE'RE DOING BETTER AS A CITY IN THE UNEMPLOYMENT NUMBERS.

CONSTRUCTION ACCOUNTS FOR 2.4% OF BOSTON'S WORKFORCE.

BETWEEN 2010 AND 2016, CONSTRUCTION JOBS GREW JUST UNDER 5,000 POSITIONS, WHILE THOSE POSITIONS REPRESENT A STRONG ECONOMY AND BOSTON DEVELOPMENT, WE KNOW THAT DOESN'T TELL THE WHOLE STORY.

NOT EVERYONE IS WORKING.

AND EVEN THOUGH UNEMPLOYMENT IS DOWN, WHEN YOU START TO CUT THOSE NUMBERS, WE HAVE GROSS DISPARITIES IN UNEMPLOYMENT.

OUR WORKFORCE IS STRETCHED THIN BECAUSE OF LACK OF PREPARATION AND LACK OF ACCESS.

HOWEVER, NOT EVERYONE IS PART OF THE WORKFORCE LABOR POOL.

SO THE DATA DOESN'T TELL THE WHOLE STORY.

WE STILL HAVE TO PUSH AND WE

HAVE A LOT OF WORK AHEAD OF US
TO MAKE SURE MORE BOSTONIANS ARE
BEING PLACED.

BUT THAT'S THE LABOR FORCE
NUMBERS THAT WE HAVE.

WE HAVE A DISPARITY STUDY THAT'S
FINISHING UP PHASE 1 AND WORKING
TOWARDS PHASE 2.

SO THE DISPARITY STUDY IS GOING
TO LOOK AT THE OTHER SIDE OF
THIS, WHICH IS THE NUMBER OF
WOMEN-OWNED AND MINORITY-OWNED
BUSINESSES IN BOSTON THAT ARE
INVOLVED OR PART OF THE GROWTH
AS IT RELATES TO BOSTON'S
PROCUREMENT.

ON THE BRJP COMPLIANCE
INFORMATION OR THE WORK THAT
WE'RE DOING AROUND EMPLOYMENT,
IT IS IMPORTANT THAT WE LOOK AT
THE NUMBERS THAT WE HAVE
HISTORICALLY AND ALSO UNDERSTAND
THE WORK THAT'S BEING DONE
BECAUSE OF THE NEW ORDINANCE,
THINK ABOUT WHAT WE'VE DONE IN
THE PAST AND LEARN FROM THAT AND
THINK ABOUT WHAT WE CAN DO
BETTER IN THE FUTURE.

SO THIS FIRST PRESENTATION, WE
WOULD LIKE TO DELINEATE A LITTLE
BIT AND TALK ABOUT THE OVERALL
BRJP NUMBERS AND THEN TALK ABOUT
THE NEW BRJP NUMBERS AND THINK
ABOUT THE NEW TOOLS THAT WE
HAVE, HOW THEY'RE GOING TO BE
IMPLEMENTED, ETC. SO YOU'RE
GOING TO HEAR FROM MEMBERS OF
THE BRJP TEAM AND YOU'RE ALSO
GOING TO HEAR FROM THE CHAIR FOR
BEC IN THAT REGARD.

DURING 2018, AUGUST OF 2018,
THESE ARE THE NUMBERS WE'VE
SEEN.

FOR THE BRJP COMPLIANCE.

IN AUGUST 2018, WE SAW REALLY
LOW NUMBERS COMING INTO THE BEC
HEARINGS OF AN AVERAGE OF 19% ON
RESIDENTS, 14% ON PEOPLE OF
COLOR, AND 6% ON WOMEN.

>> WHAT WAS THE SECOND NUMBER,
JOHN?

>> 14% ON PEOPLE OF COLOR.

WE QUICKLY HUDDLED AND STARTED
CALLING MEETINGS TO BRING PEOPLE

IN TO HAVE CONVERSATIONS ON WHY
THE NUMBERS WERE SO LOW.
AS OF OCTOBER, WHAT WE'RE SEEING
IS 40% RESIDENTS, 40% PEOPLE OF
COLOR, AND THE WOMEN NUMBERS ARE
STILL HOVERING AROUND THE SAME.
THIS IS 2018.

IN FACT, I'M PRESENTING THIS AS
IF IT'S THE WHOLE HEARING.
THIS IS -- SO THIS IS 2018, I'M
ACTUALLY PRESENTING IT, THANK
YOU.

THIS IS THE 2018, THIS IS ONE
PROJECT AS AN EXAMPLE.

THIS IS THE LIBRARY PROJECT.
THIS IS NOT THE -- THIS IS NOT
THE SUMMARY OF ALL OF THEM.

>> SO THE NUMBERS YOU JUST GAVE
US WERE --

>> THIS IS JUST FOR THE DUDLEY
LIBRARY AS AN EXAMPLE OF, IN
FACT, WHAT WE SAW AS AN OVERALL
DIP IN NUMBERS.

THESE NUMBERS BELONG TO THE
LIBRARY ITSELF.

SO WHAT WE SAW WAS A DIP IN THE
SUMMER, AUGUST AND OCTOBER.

THIS REPRESENTS THAT DIP.

THERE WAS A DIP IN THE SUMMER OF
NUMBERS AND SO WE STARTED
CALLING MEETINGS WITH THE GCs
AND WE STARTED CALLING MEETINGS
WITH THE SUBS AND BUSINESS
AGENTS TO HAVE A CONVERSATION OF
WHAT WAS GOING ON.

WE'VE SINCE SEEN THE NUMBERS
INCREASE SO FOR DUDLEY, FOR
EXAMPLE, WE'VE SEEN THE NUMBERS
INCREASE WHERE THE RESIDENTS'
NUMBERS ARE NOW 40%, THE PEOPLE
OF COLOR NUMBER AT 40%, WOMEN
NUMBER ACTUALLY PICKED UP A
LITTLE BIT BUT STAYED STABLE AND
SO NOW, THE DUDLEY AVERAGE IS
26% RESIDENTS, 46% PEOPLE OF
COLOR, AND 5% WOMEN.

HEADING IN THE RIGHT DIRECTION
SO THIS WORK IS NOT -- THE POINT
BEING THIS WORK IS NOT GOING TO
BE ACCOMPLISHED BECAUSE WE HAVE
AN ORDINANCE.

THIS WORK IS NOT GOING TO BE
ACCOMPLISHED BECAUSE WE HAVE A
NEW WAY OF DOING BUSINESS.

THIS WORK IS ONLY GOING TO CONTINUE TO MOVE FORWARD BECAUSE WE'RE PAYING ATTENTION TO IT, WE'RE SITTING IN FRONT OF PEOPLE, WE'RE CALLING PEOPLE IN AND PAYING ATTENTION TO WHAT THEY'RE DOING AND TALKING ABOUT BEST PRACTICES IN WHAT THEY'RE DOING SO THAT THEY CAN CONTINUE TO DO IT BETTER.

SO THAT SAID, I WANT TO PASS IT ON TO MEMBERS OF THE TEAM HERE SO THAT WE CAN TALK ABOUT THE NEW ORDINANCE, THE DIFFERENCE BETWEEN THE OLD ORDINANCE AND THE NEW ORDINANCE.

THE PROCESS THAT WE USE IN MONITORING SO AS YOU GUYS UNDERSTAND THE WORK THAT WE DO AND SOME OF THE CHALLENGES AND SOME OF THE BENEFITS IN THE WORK THAT WE DO, TALK ABOUT THE BEC AND THE WORK THAT THE BEC DOES IN THE HEARING AND THEN OPEN IT UP FOR QUESTION AND ANSWER.

>> I ASSUME THAT SOMEONE IS GOING TO DEAL WITH THE OVERALL NUMBERS?

>> YOU WILL HEAR THE OVERALL NUMBERS FROM OUR TEAM.

>> THANK YOU.

CHRIS.

THANK YOU, CHIEF BARROS.

WE APPRECIATE THE OPPORTUNITY TO APPEAR IN FRONT OF YOU TODAY TO TALK ABOUT ALL THE WORK THAT THE BRJP OFFICE DOES TO ENSURE THAT BOSTON RESIDENTS, PEOPLE OF COLOR AND FEMALES ARE WORKING ON CITY PROJECTS.

SO THE FIRST ITEM THAT I'M GOING TO TALK ABOUT IS THE NEW ORDINANCE.

JANUARY 25th, 2017, A NEW BRJP ORDINANCE WAS PASSED AND THE OVERALL WORKFORCE PERCENTAGES ARE FOR BOSTON RESIDENTS TO BE 51%, THAT'S UP FROM 50%.

PEOPLE OF COLOR, THE NUMBERS ARE NOW 40%.

THE PREVIOUS ORDINANCE, IT WAS 25%.

FOR FEMALES, WE HAVE A WORKFORCE GOING WITH 12%.

THAT'S UP FROM 10%.

ALSO PART OF THE NEW ORDINANCE IS WHAT WE HAVE, WHAT WE CALL A TRAINEE APPRENTICE GOAL. SO, FOR EXAMPLE. IF IN THOSE GOALS, DIRECTLY MIRROR THE OVERALL GOALS OF 51, 40, 12.

IF YOU HAVE A CONTRACTOR THAT HAS 10 EMPLOYEES AND TWO OF THOSE EMPLOYEES ARE APPRENTICES, WE'RE LOOKING TO MAKE SURE THAT THOSE TWO APPRENTICES FALL WITHIN THE CATEGORIES THAT WE'RE SEEKING, THE 51-40-12.

ALSO THERE'S A COMPLIANCE DEPARTMENT, THAT THE BOSTON PLANNING AND DEVELOPMENT AGENCY HAS IT MONITORS PROGRESS, AS WELL.

IT'S A UNIT THAT'S BEEN IN PLACE FOR YEARS AND I JUST WANT TO RECOGNIZE PETER WHO'S HERE, RAISE YOUR HAND, THE DIRECTOR OF BPDA COMPLIANCE.

UNDER THE NEW -- WHAT THIS DOES IS PROJECTS THAT BPDA -- NOW SUBJECT TO THE BOSTON EMPLOYMENT COMMISSION REVIEW.

WITH THE OLD ORDINANCE THE PROJECTS THAT THE BPDA HAD WERE NOT SUBJECT TO THE BOSTON EMPLOYMENT COMMISSION.

SO FAR, THEY'VE HAD ONE PROJECT, BPDA HAS HAD ONE PROJECT. THE CURRENT BEC UNDER THE NEW ORDINANCE, IT'S THE PIPELINE FOR THIS PROJECT.

MOVING ON, SO IT ALSO, ANOTHER ASPECT OF THE NEW ORDINANCE IS WHAT WE CALL THE SEVEN COMPLIANCE EFFORTS.

SO THESE ARE SEVEN COMPLIANCE EFFORTS THAT WERE IN THE OLD ORDINANCE, BUT THEY HAVE BEEN RECOGNIZED AS A KEY MONITORING TOOL IN ORDER TO ENFORCE AND MAKE SURE THAT PEOPLE OF COLOR, BOSTON RESIDENTS AND FEMALES ARE WORKING ON CITY PROJECTS.

THE FIRST ITEM THAT WE HAVE IS ATTENDING PRE-CONSTRUCTION MEETINGS SO ALL CONTRACTORS THAT WORK ON CITY PROJECTS ARE

SUBJECT TO ATTENDING
PRE-CONSTRUCTION MEETINGS AT
LEAST TWO WEEKS BEFORE THAT
CONTRACTOR STARTS ON SITE.
IF THE CONTRACTOR DOES NOT
ATTEND THE PRE-CONDUCTION
MEETING, THEN THEY COULD BE
SUBJECT TO A \$300 FINE.
SO MOVING ON TO PAYROLLS.
SO WE COLLECT PAYROLLS FOR EACH
COMPANY, EACH CONTRACTOR THAT
WORKS ON CITY PROJECTS, THE
COMPANY IS REQUIRED TO SUBMIT
PAYROLLS.
AND THAT'S THE WAY THAT WE
DETERMINE WHETHER A COMPANY IS
MAKING AN EFFORT TO MEET THE
GOALS OR NOT.
SO THERE'S WHAT WE CALL A
CUMULATIVE FUND ON PAYROLLS.
SO WE EXPECT THOSE PAYROLLS TO
BE WITHIN OUR OFFICE, WITHIN
SEVEN BUSINESS DAYS.
IF THOSE PAYROLLS ARRIVE AFTER
SEVEN BUSINESS DAYS, THEN THEY
WOULD BE SUBJECT TO A \$300 FINE
PER DAY.
THE NEXT ITEM IS ATTENDING
CORRECTIVE ACTION MEETINGS.
WHEN YOU HAVE COMPANIES THAT ARE
NOT COMPLYING FOR WHATEVER
REASON, IT COULD BE BECAUSE OF
THE PAPERWORK COMMISSION.
IT COULD BE BECAUSE OF LOW
NUMBERS, WE INVITE THEM IN TO
HAVE A CORRECTIVE ACTION MEETING
TO EXPLAIN THE PROCESS AND ANY
TYPE OF ISSUES PERTAINING TO
GETTING WORKERS OR SUBMITTING
PAYROLLS OR WHATEVER THE ISSUE
IS, THERE'S A \$300 FINE IF THAT
COMPANY DOES NOT SHOW UP TO THAT
CORRECTIVE ACTION MEETING.
PER CONTRACTOR.
WE HAVE THE BOSTON EMPLOYMENT
COMMISSION MEETING, THAT'S A
SEVEN-MEMBER BOARD.
WE HAVE THESE MEETINGS EVERY
MONTH.
WE INVITE CONTRACTORS ON
PROJECTS TO THAT MEETING.
IF YOU HAVE A CONTRACTOR OR A
DEVELOPER THAT DOES NOT SHOW UP
TO THAT MEETING, IT'S A \$300

FINE.

SO WE ALSO HAVE PROVIDED
COMMUNICATIONS AND
CONFIRMATIONS.

THAT WOULD INCLUDE WORKFORCE
PROJECTIONS AND WORK FORMS.
IF WE DO NOT RECEIVE THOSE
ITEMS, THAT CONTRACTOR COULD BE
SUBJECT TO A \$300 A DAY FINE.
WE HAVE WORKERS THAT WALK ON TO
JOBS.

WE'RE EXPECTING TO SEE THOSE
APPLICATIONS WITHIN OUR OFFICE.
WE HAVE A JOBS BANK COORDINATOR.
IF WE FIND OR THINK THAT THAT
COMPANY IS NOT TAKING
APPLICATIONS, SUBMITTING THOSE
APPLICATIONS TO CONTRACTORS THAT
EMPLOY THAT WORKER, IF WE'RE NOT
GETTING THOSE APPLICATIONS BACK
IN THE OFFICE THEN THAT ALSO
COULD LEAD UP TO A \$300 A DAY
FINE.

SO WE HAVE BOSTON RESIDENTS THAT
WORK ON THESE PROJECTS.

AND EACH BOSTON RESIDENT THAT
WORKS ON THESE PROJECTS NEED TO
BE VERIFIED.

THEY WOULD SUBMIT A COPY OF
THEIR DRIVER'S LICENSE, OR
UTILITY BILL, THREE OR FOUR
DIFFERENT ITEMS THEY CAN SUBMIT
IN ORDER TO VERIFY THAT THEY
LIVE IN BOSTON SO IF WE'RE NOT
RECEIVING THOSE VERIFICATIONS,
THEY ALSO COULD BE SUBJECT TO A
\$300 A DAY FINE IN THAT CA
CATEGORY, AS WELL.

I'M GOING TO TURN IT OVER TO THE
DEPUTY DIRECTOR AND SHE'S GOING
TO TALK ABOUT THE COMPLIANCE
MONITORING.

>> AT THIS POINT, I WOULD LIKE
TO RECOGNIZE COUNCILOR PRESSLEY,
VICE CHAIR, THANK YOU.

>> THANK YOU.

GOOD AFTERNOON, COUNCILORS.
DEPUTY DIRECTOR.

I'M GOING TO GO OVER THE
MONITORING PROCESS WITH YOU.
SO WE RECEIVED THE BOSTON
RESIDENTS CONTRACT EMPLOYMENT
PLAN, WHICH IS BASICALLY THE
CONTRACT THAT A DEVELOPER IS

GIVEN OR SIGNED TO LET THEM KNOW THAT THEIR PROJECT WILL BE MONITORED BY THE BRJP OFFICE. THAT STARTS OUR INTERACTION WITH EACH DEVELOPER FOR EACH PROJECT. ONCE THAT DOCUMENTATION IS RECEIVED, THE MONITOR AND BRJP MANAGER WOULD DO A KICKOFF MEETING WITH THE DEVELOPER TO DISCUSS ALL PRELIMINARY CONCERNS, ISSUES.

THEY DISCUSSED THE PROCESS, EVERYTHING THAT WOULD BE MONITORED, ALL THE DETAILS OF HOW THE MONITORING IS DONE. THEN THEY ALSO HAVE A PRECONSTRUCTION MEETING. THAT PRECONSTRUCTION MEETING BRINGS IN ALL THE SUBCONTRACTORS THAT ARE GOING TO BE WORKING ON THAT PROJECT AS WELL AS THE GENERAL CONTRACTOR TO AGAIN GO OVER ALL THE REGULATIONS, THE WAY THAT THE PRECONSTRUCTIONS ARE HELD, JUST EXPLAINS EVERYTHING ABOUT HOW THE PROJECT WOULD BE MONITORED MOVING FORWARD.

ONCE THE CONSTRUCTION STARTS ON THE PROJECT, THERE'S SEVERAL THINGS THAT BEGIN, AS FAR AS THE COMMUNICATIONS AND CONFIRMATIONS THAT CHRIS JUST TALKED ABOUT AND SEVERAL THINGS START TO HAPPEN. THEY SUBMIT WEEKLY PAYROLLS, THE REVIEWS START TO HAPPEN, THE MONITORS ARE VISITING THE SITE ON A REGULAR BASIS. THE CORRECTIVE ACTION MEETINGS START TO HAPPEN.

DURING THAT PROCESS, THAT'S PRETTY MUCH WHEN THE CONSTRUCTION IS GOING ON FROM 25% ALL THE WAY TO ABOUT 75%, ALMOST 100% COMPLETE ON THE PROJECT.

WHAT WE'RE LOOKING FOR IS THEN THE CERTIFICATE OF OCCUPANCY TO LET US KNOW THAT THE PROJECT WOULD BE GETTING READY TO CLOSE OUT.

WE WOULD DO A PROJECT CLOSEOUT MEETING WITH THEM AND AT THAT POINT THE MONITORING OF THE

PROJECT WOULD STOP.
I'M GOING TO LET CHRIS THEN
EXPLAIN THE NEXT PHASE HERE.
>> THANK YOU.
FIRST TALK ABOUT SOME OF THE
PROJECTS THAT ARE UNDER THE NEW
ORDINANCE.
SO SO FAR, WE'VE HAD
APPROXIMATELY 47% DIFFERENT
PROJECTS THAT HAVE BEEN OR ARE
CURRENTLY ACTIVE --
>> CAN I ASK ONE QUESTION?
HOW ARE PROJECTS -- HOW DO THEY
COME UNDER OUR PURVIEW?
LIKE WHAT TRIPS SOMETHING TO
HAVE US MONITOR THAT?
>> FOR THE LARGER PROJECTS, IT
WOULD BE THROUGH THE ARTICLE 80
PROCESS.
THE SUBMISSION OF THE PROJECT
NOTIFICATION FORM.
>> OKAY.
SO EVERYTHING IS MONITORED?
>> IF THE SUBMISSION OF THE
PROJECT NOTIFICATION FORM IS
AFTER JANUARY 25th, 2017, THEN
THAT PROJECT WOULD BE SUBJECT TO
THE NEW ORDINANCE.
>> OKAY.
THANK YOU.
>> FOR THE HOUSING PROJECTS,
IT'S JUST CURRENTLY THE
DIFFERENT DEPARTMENTS PUT OUT
PROJECTS AT DIFFERENT TIMES.
AND SO ESSENTIALLY, IF A PROJECT
GOES OUT TODAY, THEN THEY WOULD
BE SUBJECT TO THE NEW ORDINANCE.
>> SO UNDER ARTICLE 80, WE'RE
NOT MONITORING THOSE PROJECTS?
>> WE ARE.
WE ARE MONITORING WITHIN ARTICLE
80 PROCESS, THERE'S TWO FORMS.
WE CALL THE LARGE PROJECT REVIEW
AND SMALL PROJECT REVIEW.
>> YEAH, LARGE PROJECT BEING
OVER 50,000, SMALL PROJECT BEING
ONE TO 25 CORRECT?
>> CORRECT.
IT'S ALL SUBJECT TO THAT PROJECT
NOTIFICATION FORM.
IF THAT FORM IS SUBMITTED AFTER
JANUARY 25th, 2017, THEN THAT
PROJECT IS SUBJECT TO THE NEW
ORDINANCE.

>> CHAIRMAN BAKER.
BESIDES THE ARTICLE 80 PROJECTS
I ALSO WANT TO CALL TO ATTENTION
THAT WE ALSO MONITOR ALL CITY
FUNDED PROJECTS AT ANY TIME.
>> THANK YOU.
SORRY FOR THE INTERRUPTION.
>> NO PROBLEM.
SO 47 CURRENT PROJECTS -- 47
PROJECTS HAVE BEEN UNDER THE NEW
ORDINANCE, AND I THINK MOST ARE
ACTIVE.
THERE ARE SOME THAT HAVE
COMPLETED, BUT THE BREAKDOWN, SO
THAT THERE HAVE BEEN TWO
PROJECTS, PRIVATE PROJECTS OVER
50,000 SQUARE FEET THAT WOULD BE
THE PIPEFITTERS PROJECT WHICH
THE BOSTON BPDA MONITORED.
I THINK IT'S 80% COMPLETE AND WE
HAVE A B.U. PROJECT THAT WE'RE
CURRENTLY MONITORING, IT'S ABOUT
10% COMPLETE.
THOSE ARE THE TWO PRIVATE
PROJECTS THAT WE HAVE.
SO THERE HAS BEEN 45 CITY OF
BOSTON PROJECTS.
UNDER THE PUBLIC FACILITIES
DEPARTMENT, 17, PARKS AND REC
11, PUBLIC WORKS EIGHT AND
NEIGHBORHOOD DEVELOPMENT EIGHT,
AND PROPERTY MANAGEMENT WE'VE
HAD ONE PROJECT.
>> THANK YOU.
SO NOW, WE HAVE THE NUMBERS.
SO THESE NUMBERS ARE -- BECAUSE
WE DIDN'T HAVE AN ANNUAL REVIEW
FROM OCTOBER, FOR OCTOBER TO
APRIL I BELIEVE, WE JUST -- SO
THIS IS A COMBINATION OF THE TWO
BIANNUAL CITY COUNCIL MEETINGS
SO WE JUST PUT THE NUMBERS
TOGETHER, SIX MONTHS FOR A YEAR.
>> JUST TO CLARIFY FOR THOSE IN
THE AUDIENCE AS THIS ORDINANCE
WAS PASSED IT REQUIRED TWO
MEETINGS, AND IT SPECIFICALLY
STATES ONE IN APRIL AND ONE IN
OCTOBER.
WE DID NOT HAVE THE MEETING IN
APRIL.
WE'RE GOING TO RECTIFY THAT, TO
MAKE SURE THAT GOING FORWARD IT
HAPPENS SO WE'RE NOW IN OCTOBER

SO YOU'RE GIVING US THE
CULMINATION OF THEM.

>> EXACTLY.

OKAY.

CAN I JUST INTERJECT HERE FOR
A SECOND?

I NEED TO STEP OUT NOW, I'M
GOING TO PASS THE GAVEL TO
COUNCILOR PRESSLEY, MY VICE
CHAIR.

I WILL BE BACK IF I CAN.

THANK YOU.

>> SO LET'S TALK ABOUT THE NEW
ORDINANCE, UNDER THE NEW
ORDINANCE PROJECT FOR THE LAST
YEAR.

AND WE REALLY ARE JUST GETTING
UNDER WAY WITH THESE NEW
ORDINANCE PROJECTS.

I WOULD SAY THAT THE ENTIRE --
THE PROJECTS THAT WE ARE
MONITORING NOW I WOULD SAY AN
ESTIMATE IS ABOUT 25%, 20-25% OF
THE PROJECTS ARE UNDER THE NEW
ORDINANCE.

SOME ARE STILL UNDER THE OLD
ORDINANCE.

THEY HAVE TO GO THROUGH THE
PROCESS, BUT MOST PROJECTS NOW
THAT WE'RE STARTING ARE WITHIN
THE NEW ORDINANCE.

SO FROM THE NEW ORDINANCE
PROJECTS, 168,000 HOURS.

40% BOSTON RESIDENTS.

51% PEOPLE OF COLOR.

6% FEMALE.

THOSE ARE THE NUMBERS FOR THE 47
PROJECTS THAT ARE UNDER THE NEW
ORDINANCE.

40% RESIDENTS, 51% PEOPLE OF
COLOR, 6% FEMALE.

IN REGARDS TO ALL PROJECTS, THIS
WOULD INCLUDE PROJECTS THAT ARE
UNDER THE OLD ORDINANCE AND
PROJECTS THAT ARE UNDER THE NEW
ORDINANCE.

GOING BACK ONE YEAR, 6 MILLION,
300,000 HOURS.

THE AVERAGE FOR BOSTON
RESIDENTS, 28%, PEOPLE OF COLOR,
34%.

AND FOR WOMEN, 5%.

>> THROUGH THE VICE CHAIR DOES
ANYONE HAVE OFF THE TOP OF THEIR

HEAD, THE OLD NUMBERS?
BEFORE THE NEW NUMBERS?
UP.
>> IN PERCENTAGES?
YES.
FOR RESIDENTS IT WAS 50%.
FOR PEOPLE OF COLOR 25%.
AND FOR WOMEN, 10%.
>> OKAY.
THANK YOU VERY MUCH.
>> OKAY.
I'M GOING TO MOVE ON TO
CORRECTIVE ACTION MEETINGS.
WE HAVE CORRECTIVE ACTION
MEETINGS WHEN CONTRACTORS ARE
OUT OF COMPLIANCE AND IT COULD
BE SEVERAL DIFFERENT AREAS.
BECAUSE OF NUMBERS, LOW BOSTON
RESIDENT NUMBERS, LOW FEMALE,
LOW PEOPLE OF COLOR.
IT COULD BE BECAUSE THEY'RE NOT
SUBMITTING PAYROLLS OR ALL THE
OTHER DOCUMENTATION.
IT ALL STARTS WITH THE MONITOR.
THE MONITOR SCHEDULES THE MATING
AND CORRECTIVE ACTION COULD BE
IN THE FORM OF A MAIL OR A
MEETING.
IT USUALLY STARTS WITH AN
E-MAIL.
IF THE COMPANY DOESN'T PROVIDE
THE DOCUMENTATION, IT COULD LEAD
TO A MEETING.
AT THESE MEETINGS WE INVITE
BUSINESS AGENTS TO THE MEETINGS.
WE'VE HAD GOOD SUCCESS IN
INVITING BUSINESS AGENTS BECAUSE
ESPECIALLY FOR CONTRACTORS
BECAUSE THAT'S THE CONTRACTOR
GETS HIS WORKFORCE.
THEY HAVE TO GO TO THE UNION AND
SO WE WANT TO MAKE SURE THAT THE
BUSINESS AGENTS ARE PRESENT SO
IT CUTS OUT THE BACK AND FORTH.
WE'VE HAD SUCCESS IN THAT AREA
AND REALLY THE AGENTS APPRECIATE
THE FACT THAT WE INVITED THEM TO
THESE MEETINGS.
DEVELOPER G.C. MUST BRING ALL
SUPPORTING DOCUMENTATION TO THAT
MEETING.
SO IF NO ONE'S IN THE UNION
HALL, THEY MUST GET A BETTER
FROM THE UNION HALL, FROM THE

BUSINESS AGENT STATING THAT NO ONE'S AVAILABLE.
ALSO, WE ASK CONTRACTORS TO REACH OUT TO THE ORGANIZATIONS THAT WE WORK WITH, BUILDING PATHWAYS, AND JUST AT THE END OF IT, IF THE PERSON IS NOT AT THE UNION HALL, WE'RE ASKING THEM TO MAKE AN EFFORT.
MOST OF THESE COMPANIES ARE REPEAT COMPANIES.
AND IT'S ABOUT JOBS.
WE HAVE TO START MAKING SURE THAT WE MAKE SURE THAT ALL COMPANIES MAKE AN EFFORT TO TRAIN AND RETAIN.
>> I WANT TO ADD TO THE CORRECTIVE ACTION TOOL KIT. WE ALSO HAVE THROUGH THE NEW ORDINANCE THE ABILITY TO SANCTION.
SO LEVY FEES TO THE PROJECT'S BASE ON THE SEVEN COMPLIANCES DEFINED IN THE ORDINANCE.
>> I WILL TURN THIS OVER. TWO SECONDS, CHRIS.
LET ME TALK A LITTLE BIT ABOUT PARTNERSHIPS.
WE MENTIONED SOME PARTNERS EARLIER.
AND IT'S IMPORTANT THAT I THINK AS IT WAS BEGUN THAT IT'S A PARTNERSHIP.
THIS WORK IS GOING TO HAPPEN BASED A STRONG PARTNERSHIP WITH THE COUNCIL AND ALSO STRONG PARTNERSHIP WITH COMMUNITY MEMBERS AND WANTED TO CALL SOME OF THEM OUT CLEARLY UP HERE.
ROXBURY LABOR COMMITTEE, UNION CONTRACTORS, BUILDING PATHWAYS, OPERATION EXIT, POLICY GROUP ON TRADESWOMEN AND BUILD A LIFE MASSACHUSETTS.
BENJAMIN FRANKLIN INSTITUTE, BOSTON JOBS COALITION WAS ALSO ACKNOWLEDGED EARLIER.
BUSINESS AGENTS.
BLACK ATLANTIC JUSTICE INSTITUTE.
D.C. 35 PAINTERS UNION AND A NUMBER OF NON-UNION CONTRACTORS THAT I'LL TAKE AS VERY SERIOUSLY

AND HAVE BEEN WORKING WITH US.
THE PARTNERSHIPS ARE IMPORTANT,
DEVELOPING NEW AND STRONGER
PARTNERSHIPS IS SOMETHING THAT
WE ALL NEED TO FOCUS ON AND LOOK
FORWARD TO WORKING WITH THE
COUNCIL ON THAT.

AT THIS POINT, I WOULD LIKE TO
TURN IT OVER TO OUR BOSTON
EMPLOYMENT COMMISSION
COORDINATOR, KIM ODOM.

>> GOOD AFTERNOON, COUNCILORS.

I'M GOING TO SAY IT AGAIN.

I'M THE BOSTON EMPLOYMENT
COMMISSION COORDINATOR.

IF I CAN JUST GIVE A LITTLE
OVERVIEW OF WHAT THE BEC.

IT'S A SEVEN MEMBER BOARD.

IT WAS ESTABLISHED BY AN
ORDINANCE PASSED BY THE CITY
COUNCIL ON JULY 30th, 1986 AND
SIGNED BY THE MAYOR OF THE CITY
OF BOSTON AND THE COMMISSION WAS
CREATED FOR THE PURPOSE OF
ENSURING THAT FINDINGS WITH
RESPECT TO THE COMPLIANCE OF THE
BOSTON RESIDENTS JOB POLISH ARE
DETERMINED IN A MANNER THAT IS
CONSISTENT AND FAIR FOR ALL
PARTIES INVOLVED.

MEETINGS ARE HELD THIRD
WEDNESDAYS OF EACH MONTH, A
PUBLIC NOTICE IS POSTED ON THE
CITY'S WEBSITE, ONE WEEK PRIOR
TO THE HEARING.

BRJP MAKES RECOMMENDATIONS TO
PROJECTS TO GO ON THE AGENDA AND
THE AGENDA IS PREPARED WITH
CONSIDERATION TO THE PROJECT'S
SIZE, DURATION, DOLLAR AMOUNT,
DEVELOPER AND G.C. HISTORY AND
MORE.

NOTIFICATION LETTERS ARE
E-MAILED TO THE DEVELOPERS,
G.C.'S AND INCLUDES A FACTS
SHEET, WHICH IS A FREQUENTLY
ASKED QUESTIONS WHICH GIVES AN
OVERVIEW OF WHAT BEC IS, HOW TO
PREPARE AND WHAT TO EXPECT.
THE DEVELOPER AND G.C. IS
EXPECTED TO PLAN TO ATTEND WITH
REQUESTED SUBCONTRACTORS AND THE
MONITORS PREPARE BEC'S REPORTS
WHICH INCLUDES STATS OF TOP FIVE

TRADES, TOP FIVE CONTRACTORS, HIGHLIGHTS, AND CONCERNS AND RECOMMENDATIONS AND THAT IS E-MAILED TO THE DEVELOPER AND G.C. 1 WEEK PRIOR TO THE HEARING. DURING THE HEARING, SPECIAL PRESENTATIONS, WHICH USUALLY, WE HAVE ABOUT TWO TO THREE SPECIAL PRESENTATIONS ON THE AGENDA, THE SPECIAL PRESENTATION IS JUST TO INTRODUCE THE PROJECT AND IS USUALLY A THREE TO FIVE-MINUTE PRESENTATION.

THE PROJECT IS TO SHOW HOW IT IS PERFORMING OVERALL AND USUALLY, THERE ARE ABOUT FOUR TO FIVE PROJECT REVIEWS ON THE AGENDA, WHICH TAKE ABOUT FIVE TO 10 MINUTES OF PRESENTATION, AND THEN THERE'S ABOUT 10 TO 15 MINUTES THAT THE COMMISSION WILL ASK QUESTIONS OF THOSE PRESENTATIONS.

THE PROJECTS ARE REVIEWED STARTING AT THE 25% MARK, DIP MEANING DEVELOPMENTAL IMPACT PROJECT PLAN.

DEVELOPER AND G.C. IS EXPECTED TO BE PREPARED TO DISCUSS ANY CONCERNS LISTED IN THE NOTIFICATION LETTER AND THE BEC REPORT.

MONITORS ARE EXPECTED TO PRESENT THE BEC REPORT AND THEY GIVE OVERALL NUMERICAL COMPLIANCE, HIGHLIGHTS AND CONCERNS AND RECOMMENDATIONS AND WHATEVER ELSE MIGHT BE CURRENT THAT DAY. AFTER THE HEARING, THE DEVELOPER AND G.C. IS EXPECTED TO PERFORM ACTION ITEMS THAT HAVE BEEN RECOMMENDED BY THE BEC AND THE MONITORS ARE EXPECTED TO FOLLOW UP WITH THE DEVELOPER AND G.C. WITHIN ONE WEEK AND I ASSIST IN THAT, AS WELL.

>> THANK YOU, KIM.

BEFORE I PASS IT ON TO CHAIRMAN WATSON, I WANTED TO RECOGNIZE IN AN EARLIER RESPONSE TO CHAIRMAN BAKER'S QUESTION AROUND WHAT TRIGGERS OUR COMPLIANCE -- WHAT TRIGGERS THE ORDINANCE AND PARTICULARLY THE NEW NUMBERS,

THE DATES FROM THE NEW NUMBERS,
THE ONLY PROJECT FILED BEFORE
THE DATE REFERENCED BY INCREASE
THAT IS UNDER THE NEW ORDINANCE
IS THE WINTHROP SQUARE GARAGE
PROJECT AND MADAM VICE CHAIR, IF
YOU REMEMBER, WHEN THAT PROJECT
WAS BEING REVIEWED, THEY
VOLUNTARILY SUBJECTED THEMSELVES
TO THE NEW NUMBERS PRIOR TO THE
DATE OF THE ORDINANCE AND SO
THEY ARE CURRENTLY UNDER THE NEW
ORDINANCE AND NOT THE OLD
ORDINANCE.

AT THIS POINT, THE FINAL MEMBER
OF OUR PRESENTATION IS CHAIRMAN
WATTS, ONE OF THE COMMISSIONERS
FOR THE BOSTON EMPLOYMENT
COMMISSION.

>> TRAVIS WATSON, CHAIR BOSTON
EMPLOYMENT COMMISSION.
VICE CHAIR PRESSLEY, COUNCILOR
JANEY AND EDWARDS, THANK YOU FOR
THE INVITATION TO BE HERE TODAY.
AS CHAIR OF THE BOSTON
EMPLOYMENT COMMISSION I ASSIST
THE MAYOR'S OFFICE OF ECONOMIC
DEVELOPMENT, SPECIFICALLY THE
EQUITY AND INCLUSION UNIT TO
MAXIMIZE THE PARTICIPATION OF
BOSTON RESIDENTS, PEOPLE OF
COLOR AND WOMEN ON PRIVATE AND
PUBLIC DEVELOPMENT PROJECTS IN
THE CITY OF BOSTON.

THE ORDINANCE AND THE MAYOR'S
EXECUTIVE ORDER ESTABLISH THE
BOSTON EMPLOYMENT COMMISSION AS
THE LIAISON COMMITTEE TO MAKE
RECOMMENDATIONS TO BRJP AND BPDA
REGARDING ENFORCEMENT OF THE
ORDINANCE.

THE COMMISSION MEETS THE THIRD
WEDNESDAY OF EVERY MONTH AT
BOSTON CITY HALL TO REVIEW BRJP
AND BPDA REPORTS.

THE COMMISSION IS MADE UP OF
SEVEN MEMBERS SELECTED BY THE
MAYOR.

THE COMMISSION HAS A LOT OF WORK
TO DO TO ENSURE THAT THE
ECONOMIC GROWTH OF OUR CITY IS
ONE THAT PROVIDES INCLUSION AND
EQUITY FOR ALL OF BOSTON'S
RESIDENTS.

WE HAVE MADE GREAT STRIDES IN RECENT YEARS WITH MORE WORK TO COME.

BUT I WANT TO VERY CLEAR HERE. THE ECONOMIC DEVELOPMENT OF OUR CITY AND INCLUSIVENESS ARE NOT MUTUALLY EXCLUSIVE.

AT THE SAME TIME, IT'S IMPORTANT TO RECOGNIZE THE UNIQUE TIME WE FIND OURSELVES IN THAT POSITIONS US AHEAD OF MANY OTHER COMPARABLE CITIES STRUGGLING WITH SIMILAR ISSUES.

WE HAVE LEADERSHIP FROM THE TOP WITH MAYOR WALSH'S AGENDA.

WE HAVE AN AMENDED BOSTON RESIDENTS JOB POLICY, AND NOW DEVELOPERS PROPOSING TO DEVELOP CITY OWNED PARCELS MUST INCLUDE DIVERSITY IN THEIR PROPOSALS. WE HAVE AN ENGAGED CITY COUNCIL THAT IN 2017 PASSED EQUITY AND OPPORTUNITY FOR CITY CONTRACTING.

WE HAVE AN ACTIVE COMMUNITY PARTICIPATION IN MONITORING OF CONSTRUCTION SITES AND SOME FUNDERS OF CONSTRUCTION PROJECTS NOW REQUIRE THE INVOLVEMENT OF RESIDENTS, PEOPLE OF COLOR, WOMEN, AND MINORITY AND WOMEN-OWNED FIRMS AS PART OF THEIR FINANCING CRITERIA. THAT PLUS THE CONSTRUCTION BOOM THAT WE FIND OURSELVES IN EQUALS A SPECIAL MOMENT.

ONE OF THE COMMISSION'S NUMBER ONE GOALS SHOULD BE HELPING OUR CONTRACTING WORLD JOIN US AS WE WORK TOWARDS BEING ON THE RIGHT SIDE OF HISTORY, ONE THAT ENSURES AN EQUITABLE AND INCLUSION CONSTRUCTION AND DEVELOPMENT INDUSTRY.

WITH A SIGNIFICANT STATEMENT FROM MAYOR WALSH WHEN HE AMENDED THE BRJP ORDINANCE IN 2017. COMMUNITY ACTIVISTS ARE EXCITED ABOUT THE ABILITY OF THE COMMISSION TO SANCTION CONTRACTORS FOR NONCOMPLIANCE. HOWEVER, CREATING ACCESS AND OPPORTUNITY FOR OUR RESIDENTS, PEOPLE OF COLOR AND WOMEN IS

MORE NUANCED THAN NEARLY
SANCTIONING THOSE WHO ARE
NON-COMPLIANT.

THE AMENDED JOBS ORDINANCE HAS
LAID THE GROUNDWORK FOR A NEW
APPROACH WITH THE EMPHASIS ON A
COLLABORATIVE WORK TO THE WORK.
SANCTIONS ARE AN EXCELLENT TOOL
AND A WELCOME ADDITION TO THE
ORDINANCE AS MANY CONTRACTORS
HAVE GOTTEN A LITTLE TOO
COMFORTABLE WITH STERN WARNINGS.
SANCTIONS DON'T CREATE JOBS, BUT
THEY ARE THERE IF NEEDED.
MORE IMPORTANTLY, THE NEW
SANCTIONS HAVE GRADUATE
DEVELOPERS AND CONTRACTORS TO
THE TABLE WITH A SENSE OF
URGENCY TO WORK ON BETTER
COMPLIANCE WITH THE BRJP GOALS,
WHICH IN TURN WILL HELP ENSURE
THAT BOSTON'S ECONOMIC
DEVELOPMENT WILL BENEFIT ALL OF
ITS RESIDENTS.

I CAN HONESTLY SEE THE SENSE OF
URGENCY AS THE MOST SUBSTANTIAL
WIN SO FAR.

CONSTRUCTION IS ALL ABOUT
RELATIONSHIPS.

THE MORE THAT WE CAN HELP BUILD
THESE RELATIONSHIPS WITH
WORKERS, CONTRACTORS, ADVOCACY
GROUPS, TRAINING PROGRAMS,
UNIONS AND APPRENTICE SHOPS THE
BETTER POSITIONED THE CITY WILL
BE TO CONTINUE TO BE A LEADER IN
INCLUSION AND DIVERSITY IN THE
TRADES.

ANOTHER CRITICAL ASPECT OF THE
WORK IS COMMUNITY OVERSIGHT.

I CAN'T STRESS THIS ENOUGH.

RESIDENT ACTIVISTS LIKE JANET
JONES WHO'S HERE TODAY.

CAN YOU PLEASE RAISE YOUR HAND?
VOLUNTEER HUNDREDS OF HOURS TO
MONITOR CITY PROJECTS.

EVEN WITH THE ADDED CAPACITY
THAT MAYOR WALSH HAS ADDED TO
THE EQUITY AND INCLUSION TEAM IN
THE OFFICE OF ECONOMIC
DEVELOPMENT, WITH THE
CONSTRUCTION INDUSTRY AS BUSY AS
IT IS YOU CAN NEVER HAVE ENOUGH
EYES ON A PROJECT ENSURING THAT

RESIDENTS, PEOPLE OF COLOR AND WOMEN ARE WORKING IN ACCORDANCE TO THE BRJP.

IF THERE'S A PROJECT IN DORCESTER OR ROXBURY, JANET WILL MAKE SURE THAT BRJP GOALS ARE MET AND IF NOT SHE'LL MAKE SURE THAT THE BEC KNOWS.

JANET ATTENDS PRACTICALLY EVERY BEC MEETING IN ADDITION TO MANY OTHER CONSTRUCTION OVERSIGHT COMMITTEES.

THIS WORK IS ALL ABOUT COLLABORATION.

UNION BUILDING TRADES HAVE BEEN ANOTHER GREAT ALLY.

BRIAN DOUGHERTY, SECRETARY TREASURER AND GENERAL AGENT AND MANY BUSINESS AGENTS ATTEND THE BEC MEETINGS AND ARE THERE TO HELP CONNECT THEIR MEMBERS WITH CONTRACTORS IN NEED OF WORKERS TO MEET THE GOALS OF THE BRJP.

A BIG PART OF THE WORK OF THE BEC IS FINDING OUT WHAT PROJECTS ARE NOT IN COMPLIANCE WITH THEIR BRJP GOALS AND RUBRIC AND HOLDING THOSE ACCOUNTABLE.

EQUALLY AS IMPORTANT AS THE WHO IS THE WHY.

MAKING CONNECTIONS BETWEEN POORLY PERFORMING PROJECTS AND RESOURCES IS ESSENTIAL.

NOT TO OVERSIMPLIFY THINGS, BUT I ALWAYS REMIND CONTRACTORS THAT IT WAS A BUSINESS DECISION TO WORK IN BOSTON, PARTICULARLY TODAY IN A BOOMING INDUSTRY, CONTRACTORS HAVE A LOT OF CHOICES WHERE THEY WORK.

BUT IF YOU ARE IN BOSTON, THE EXPECTATION IS THAT YOU COMPLY WITH THE BRJP GOALS.

I STRESS THAT ONE WE ARE MERELY HOLDING THEM ACCOUNTABLE TO WHAT THEY SIGNED UP FOR AND TWO, WE WANT TO HELP THEM MEET THE GOALS AND WE'RE HERE AS A RESOURCE.

A LARGE PART OF THE WORK IS THAT OF A CONVENER, IT'S ABOUT GETTING PEOPLE TOGETHER IN A ROOM, PUTTING INDIVIDUAL EGOS ASIDE AND WORKING TOGETHER TO ADDRESS CHALLENGES AND NEEDS.

SOMETIMES, THIS IS AS EASY AS CONTRACTOR A., MEET BUSINESS AGENT X.

OTHER TIMES IT'S MORE NUANCED AND TAKES AN UNDERSTANDING OF THE BROADER INDUSTRY AND THE CHALLENGES THAT SOME TRADES FACE.

I WILL NOW SPEAK ON TWO LISTS. THE FIRST HIGHLIGHTS WHAT I HAVE SEEN AS KEYS TO THE BEC BEING ABLE TO INCREASE RESIDENTS' PEOPLE OF COLOR AND WOMEN WORKING ON CONSTRUCTION PROJECTS IN THE CITY.

THE SECOND LIST OUTLINES SIGNIFICANT CHALLENGES TO THE WORK.

FIRST, I'M GOING TO START WITH THE KEYS TO SUCCESS.

AS I MENTIONED EARLIER, THE LEADERSHIP FROM OUR ELECTED OFFICIALS HAS BEEN TREMENDOUS. SECOND, THE BRJP STAFF HAS BEEN OUTSTANDING.

THREE, KNOWLEDGEABLE COMMISSIONERS, NOT JUST ON REAL ESTATE DEVELOPMENT, BUT KEY PARTNERS WITH EXPERIENCE IN WORKFORCE DEVELOPMENT.

FOUR, PROGRAMS LIKE BUILDING PATHWAYS, OPERATION EXIT, YOUTH BUILD BOSTON, BUILD A LIFE M.A., PARTNERSHIPS WORK, WHICH IS THE COLLABORATION BETWEEN IUPUT, THE PAINTERS AND GLAZERS EMPLOYERS ASSOCIATION NEW ENGLAND AND MADISON PARK VOCATIONAL HIGH SCHOOL AND IBEW LOCAL 103 AND MILLENNIUM SOCIAL MEDIA CAMPAIGN TARGETED TOWARDS WOMEN AND PEOPLE OF COLOR.

AND FINALLY, PARTNERSHIPS AND COLLABORATIONS.

NOW ONTO THE CHALLENGES. REPEAT BAD CUSTOMERS CONTINUE TO BE A CHALLENGE.

SOME OF THESE COMPANIES CONTINUE TO BE AWARDED CONTRACTS EVEN THOUGH THEY HAVE PERFORMED POORLY WITH THE GOALS OF THE BRJP.

MANY BEING AWARDED THROUGH THE FIOSE SUBBID PROGRAM.

IT'S A PUBLIC PROCUREMENT LAW NOT SPECIFIC TO THE BRJP OFFICE ALLOWS CONTRACTORS THAT DON'T MEET THE GOALS TO WORK IN BOSTON.

WORSE, IT WILL ENABLE REPEAT OFFENDERS TO CONTINUE TO WIN BIDS.

AT THE END OF THE DAY, THE CONTRACTORS THAT WIN VIA THE BID COST MORE THAN OTHER FIRMS THAT BID, USUALLY FIRMS WITH BETTER TRACK RECORDS WITH MEETING GOALS OF THE BRJP.

TWO, IT'S THE NATURE OF THE WORK, NOT KNOWING WHAT THE TOTAL NUMBER OF WORKERS IS MAKES DETERMINING COMPLIANCE COMPLICATED.

IT'S WORKING ON A PROBLEM WITHOUT A DENOMINATOR.

WE DON'T HAVE A BASELINE.

FOR EXAMPLE, 100 CARPENTERS ON SITE.

THE GOAL IS 40% PEOPLE OF COLOR THAT MEANS WE EXPECT AROUND 40 PEOPLE OF COLOR ON SITE.

HOWEVER, BECAUSE WE DON'T KNOW HOW MANY PEOPLE OF COLOR ARE IN EACH TRADE, IT'S TOUGH TO DETERMINE WHETHER 40 PEOPLE OF COLOR IS REALISTIC.

THREE, IT'S GOOD TO THINK THAT THE INDUSTRY IS BOOMING, HOWEVER AS A RESULT IT'S TOUGHER FOR PROJECTS TO MEET THEIR GOALS.

NOW, IS A TEAM TO FOCUS ON TRAINING THE NEXT GENERATION OF WORKERS AND WHY PROGRAMS LIKE BUILDING PATHWAYS AND YOUTH BUILD BOSTON ARE SO IMPORTANT. WE NEED MORE FOCUSED INVESTMENTS IN THESE PROGRAMS.

FEMALE PARTICIPATION CONTINUES TO BE A CHALLENGE.

THE CASINOS ARE AN EXCELLENT MODEL THAT I HOPE IS REPLICATED IN OTHER PROJECTS.

BUILD A LIFE M.A. ARE ALLIES IN THIS PART OF THE WORK.

WE NEED TO BE PROJECT WHILE WE INTRODUCE PEOPLE TO CAREERS IN CONSTRUCTION AND BE PREPARED TO SUPPORT THEM WHEN THE INDUSTRY

INEVITABLY SLOWS DOWN.
RESIDENTS, PEOPLE OF COLOR AND
WOMEN BROUGHT INTO THE TRADES TO
HELP THE INDUSTRY BE MORE
INCLUSIVE CANNOT BE THE FIRST
PEOPLE OUT OF WORK WHEN THINGS
SLOW DOWN.

SHIFTING GEARS A BIT AND AS I
WRAP UP, I WILL BRIEFLY EXPLAIN
THE TRIM TAB EXPERIENCE, ONE OF
THE GUIDING PRINCIPLES OF MY
WORK AS CHAIR OF THE BOSTON
EMPLOYMENT COMMISSION.

THE GREAT DESIGN SCIENTIST USED
THE IMAGE OF A LARGE OCEAN-GOING
SHIP TRAVELING AT HIGH SPEED
THROUGH THE WATER TO EXPLAIN THE
TRIM TRAP PRINCIPLE.

THE MAXIMUM MOMENTUM OF THE
VESSEL ARE ENORMOUS AND
SIGNIFICANT FORCE IS REQUIRED
VESSEL IS ENORMOUS AND
SIGNIFICANT PRESSURE IS USED TO
CHANGE ITS DIRECTION AT THE
TRAILING END OF THE MAIN
INTERRUPTER THE TINY RUTTER.
ONE PERSON CAN EASILY TURN THE
TRIM TIB AND THE RUTTER TURNS
THE SHIP.

EVERY SYSTEM HAS ONE OR MORE
PLACES WHERE THE LEVERAGE OF
TRIM TABS CAN BE APPLIED.
TRIM TABS MAY BE THE PHYSICAL
ARTIFACTS OR MANIFEST AS SOCIAL
INNOVATIONS, POLICIES OR
PROGRAMS.

EACH CONSTRUCTION PROJECT HAS A
TRIM TAB TO HELP IT MEET THE
GOALS OF THE BRJP ORDINANCE AND
ENSURE WE'RE CREATING AN
INCLUSIVE AND EQUITABLE
CONSTRUCTION INDUSTRY.
IT'S UP TO US TO IDENTIFY AND
USE THEM.

THE TIME IS NOW.
MAYOR WALSH, AND THE
ADMINISTRATION, THE BOSTON CITY
COUNCIL AND COMMUNITY ACTIVIST
AN FUNDERS ARE ALL WORKING TO
ENSURE THE BOOM BEING
CONSTRUCTION INDUSTRY MEANS
MEANINGFUL EMPLOYMENT TO PEOPLE
OF COLOR AND WOMEN AND OUR GOAL
IS TO MAXIMIZE THIS UNIQUE

SITUATION.

IT'S EASY TO BE CRITICAL OF PROJECTS NOT MEETING THE BRP GOALS AND WE SHOULD NOT LET THEM OFF THE HOOK EASILY, BUT IF WE TAKE A STEP BACK, MAYOR WALSH HAS ALLOWED US TO MAKE REAL INROADS AND MAKE SURE THE WORK IS EQUITABLE.

THE WORK IS NOT JUST ABOUT DOING THE RIGHT THING, IT'S ABOUT RECOGNIZING THAT WE AS A SAYSY HAS AN OPPORTUNITY TO CHANGE RESIDENTS' LIVES FOR THE BETTER AND TRANSFORM THE WAY INDUSTRY OR PROFESSIONAL DOES BUSINESS BY HOLDING PROJECTS ACCOUNTABLE TO THE BRJP GOALS.

THANK YOU FOR THE OPPORTUNITY.

>> THAT CONCLUDES OUR PRESENTATION.

WE LOOK FORWARD TO ANSWERING WERE QUESTIONS.

>> WE'LL BEGIN WITH THE LEAD SPONSOR COUNCILOR EDWARDS.

>> THERE'S SOME THING I JUST WANTED TO ADDRESS ON THE PRESENTATION.

>> I WANTED TO THANK YOU FOR YOUR PRESENTATION AND VERY INFORMATIVE AND HELPFUL AND YOU ANSWERED SOME OF THE QUESTIONS I HAD.

YOU LOST ME A LITTLE ON THE SHIP ANALOGY.

I DON'T KNOW WHAT A TRIM TAB IS. I'M SORRY, BUT I GET THE OVERALL GIFT IS IT'S A WAVE EFFECT AND IMPACT FOR MANY PEOPLE I APPRECIATE WHERE BREAKING DOWN WHERE THE OPPORTUNITIES AND CHALLENGES ARE.

WE SHOULD BE TRANSPARENT ALL HAVING THE SAME GOALS TO WORK TOGETHER TO FIGURE OUT HOW WE SUPPORT EACH OTHER SO THANK YOU SO MUCH.

I HAVE A COUPLE QUESTIONS REGARDING THE PUNISHMENT OR THE INCENTIVIZING.

I KNOW IT'S SET BY STATUTE BUT DO YOU FIND SOME PEOPLE FIND IT'S CERTAIN -- CHEAPER THAN TO COMPLY.

YOU CAN FIND PEOPLE AND THEY'RE RICH PEOPLE BUT SHOULD THE FINES INCREASE MAYBE?

AND ALSO IS THERE A CERTAIN POINT WHERE YOU JUST SAY NO, YOU CAN'T COME BACK ANYMORE?

>> I'M GOING TO ADDRESS YOUR SECOND PART OF THIS FIRST WHICH IS THERE A POINT WHERE WE CAN SAY TO SOMEONE --

>> A REPEAT OFFENDER --

>> YOU CAN NO LONGER DO BUSINESS IN BOSTON.

I THINK WE LOOK FORWARD TO HAVING A FURTHER CONVERSATION AND HOW TO CREATE TOOLS IN THE PROCUREMENT AND CONTRACTING PROCESS TO BE ABLE TO DO THAT AS A CITY.

IN YOUR FIRST QUESTION, I THINK WE CAN ATTEST TO THE ORDINANCE AND CREATE URGENCY AND RESPONSIVENESS WHERE THE COMMISSION RECOMMENDED WE LOOK AT A COUPLE PROJECTS FOR FINDINGS FOR SANCTIONS.

IN FACT, WE BROUGHT THEM IN. WE TOLD THEM SPECIFICALLY, I WANT TO BE SPECIFIC TO ONE PROJECT WE BROUGHT THEM IN AND SAID YOU'RE ABOUT TO GET FINED. THEY DRAMATICALLY CHANGED THEIR BEHAVIOR AND PROVIDED ALL THE DOCUMENTATION THAT WAS MISSING AND WE HAD NUMBERS DRAMATICALLY INCREASE.

NOT HAVING HAD EVEN SANCTIONED THEM THE THREAT PROVED TO BE SUPEREFFECTIVE.

WE DO ANTICIPATE FINING PEOPLE UNDER THE NEW ORDINANCE.

WE'LL HAVE BETTER DATA ON HOW THEY RESPONDED TO THAT BUT GIVEN THE INTERACTIONS WITH G.C.s ON THE CORRECTIVE ACTION MEETING THEY HAVE RESPONDED TO THE ABILITY TO FINE IN THE NEW ORDINANCE.

>> THANK YOU.

SO I'M CURIOUS AND AN ISSUE I FIND WITH THE WEALTH DISPARITY IS WAGES AND I KNOW WE HAVE AN ORDINANCE -- AN EXECUTIVE ORDER MAYOR"6b;v WALSH PUSHED THROUGH THAT

APPLIES TO PROJECTS THAT ARE
\$25,000 I THINK I'M CURIOUS
ABOUT WAGES AND COMMUNICATION.
I'D HATE TO SEE A PERSON IS
COMPLYING BY HAVING 51% OF FOLKS
FROM BOSTON EXCEEDING THE FOLKS
OF COLOR AND SEEDING WOMEN BUT
NOT PAYING THEM.

I'M NOT ASKING HOW YOU'LL
ENFORCE ON THAT, I'M ASKING
ABOUT YOUR COMMUNICATION TO MAKE
SURE SOMEONE WHO DOESN'T PAY
THEIR WORKERS BUT MANAGES TO
MEET ALL THE DEMOGRAPHICS WE
WANT DOESN'T SLIDE UNDER.

>> TYPICALLY RIGHT NOW THE ONLY
PLACE WE SEE THE WAGE VIOLATIONS
WOULD BE ON A CITY-RUN PROJECT.
IT'S NOT NECESSARILY A REPEAT
OFFENDER SITUATION.

PART OF WHAT THE OFFICE DOES IS
IF THERE'S A WAGE VIOLATION WE
GO AFTER THE CONTRACTORS TO MAKE
SURE THEY ACTUALLY PAY THE
MONIES OWED TO THE WORKERS.
THE REPEAT OFFENDER QUESTION
WOULD STILL MEET THE SAME
EFFORT --

>> LET ME GIVE AN EXAMPLE.
I KNOW IT'S UNDER YOUR OFFICE SO
I DON'T WANT IT TO BE SEEN AS A
SEPARATE CONVERSATION.
COULD SOMEBODY COMPLYING AND
EXCEEDING STANDARDS BUT NOT
VIOLATING THE WAGE STANDARDS,
HOW IS IT OR NOT?

>> THERE IS NO COMMUNICATION OF
BECK AND THAT'S A GREAT
QUESTION.

>> I THINK IT'S GREAT YOUR
OFFICE HANDLES BOTH SO IT'S AN
EASY WAY TO COORDINATE THE
COMMUNICATION.

AND ONE LAST QUESTION AND WHEN
IT COMES TO WOMEN AND THE
INDUSTRY AND ONE OF THE
CHALLENGES THAT I'VE ALSO HEARD
OUTSIDE OF THE CHALLENGES THAT
YOU'VE LISTED HAS TO DO WITH
CHILDCARE AND ACCESS TO
AFFORDABLE CHILDCARE ONSITE.
I KNOW ASKING FOLKS TO DO
SOMETHING EXTRA IS NOT
NECESSARILY IN PROVIDING CREDIT

OR WHATEVER BUT YOU MENTIONED
YOU TRY TO ASSIST AND BRING THEM
TO THE TABLE.

MAYBE IT'S A LINE OF QUESTIONING
YOU MAY CONSIDER FOR THE LOCALS
AND BUSINESS AGENTS AND FOLKS.
HOW ARE YOU SFTDING AND WORKING
WITH -- ASSISTING AND WORKING
WITH CHILDCARE BEING PART OF IT
AND I'M SURE THEY TURN TO YOUR
LEADERSHIP AND WE WANT TO HAVE
THE NUMBERS.

AND HAVING A CONVERSATION THAT
INCLUDES THAT MIGHT BE WORTH IT
AND I THINK THEY LOOK TO YOUR
LEADERSHIP SO I'LL TURN IT OVER
TO MY COLLEAGUES.

>> I THINK THE ONE THING I'VE
HEARD IN ADDITION TO THE
AFFORDABILITY IS THE HOURS IN
WHICH THE DAYCARE PROVIDERS ARE
IN OPERATION.

OFTEN TIMES MANY START AT 6:30
OR 7:00.

MANY TRADESMEN AND WOMEN NEED TO
BE ON SITE SO WE WORK WITH THE
HOURS TO BE ACCOMMODATING AS
WELL.

>> THANK YOU.

>> FOR MY OPENING REMARKS, WHAT
I FAILED TO MENTION WERE THE
COMPLIANCE OFFICERS AND THE
MONITORS THEMSELVES WHO ARE
GREAT PARTNERS.

I JUST WANTED TO ACKNOWLEDGE
THEM AND TODAY AND ROBERT WAS
HERE, I WANT TO ACKNOWLEDGE THE
IMPORTANT WORK THEY'RE DOING AND
COME BACK TO THE PROJECT.

YOU HAD MENTIONED EARLIER THAT
THESE MEETINGS STARTED TO TAKE
PLACE AND SUDDENLY THEY GOT
THEIR ACT TOGETHER.

I THINK IT'S IMPORTANT TO
HIGHLIGHT THE WOMK OF THE
PARTNERSHIP AND WHAT BECK HAS
DONE AND THEIR ACTS ARE STILL
NOT TOGETHER.

IT WAS THE APRIL MEETING WHEN I
FIRST SAW YOU IN ACTION AND
JANET WAS THERE THEY DECIDED TO
BLAME THE LIBRARY BEFORE THE
MONITORING COMMITTEE SO WE CAN
KEEP EYES ON THAT.

SO ANY IMPROVEMENT WE'VE SEEN.
AND I SHOW UP UNANNOUNCED ALL
THE TIME.

I'VE LET IT BE KNOWN TO THEM
THAT IF YOU KNOW A NEW COMPANY
IS COMING ON SITE, IF THEY DON'T
KNOW THE NUMBERS THEY SHOULDN'T
COME ON SITE AND I'LL SHOW UP AT
7:00 A.M. TO SEE IF THEY DO AND
IF THEY DO WITH THE RIGHT
WORKERS.

I THINK IT'S IMPORTANT TO
CLARIFY THAT.

YOU MENTIONED RELIABILITY'S AN
EXAMPLE.

THE \$12.8 MILLION IS A
CITY-OWNED PROJECT.

I ALSO WANT TO MAKE THAT KNOWN.
AND WE'RE TALKING ABOUT PEOPLE
NOT BEING COMPLIANT.

WE'RE TALKING ABOUT THE CITY NOT
BEING IN COMPLIANCE.

WHEN YOU TALK ABOUT BEING
THREATENED WITH FINES, WHOSE
GETTING THE FINE?

>> THE WORK IS BEING DONE WITH
THE COUNCIL AND COUNCILOR JANEY
AND IT'S IMPORTANT AND IT WAS
IMPORTANT IN CALLING OUT THE
DUDLEY LIBRARY.

THERE WERE A LOT OF ACTORS IN ON
THAT ONE AND I WANT TO
APPRECIATE THE COMMUNITY
ACTIVISTS AN THE BECK AND ROBERT
WAS RINGING THE BELL AND A
BELIEVE THE NEW ORDINANCE GAVE
US A STRONGER TOOL TO CALL
DUDLEY TO TASK.

YOU ASK AN IMPORTANT QUESTION.
IN THE CITY OF BOSTON THERE ARE
DEPARTMENTS THAT ARE CARRYING
OUT THE PROJECT.

SOME OF THE MORE DIFFICULT WORK
MY STAFF AND A HAVE TO DO IS
CALL THE DEPARTMENTS TO TASK.
WE'VE BEGUN INTERNAL MEETINGS TO
HAVE CONVERSATIONS ON THEIR ROLE
TO MAKE SURE THERE'S COMPLIANCE.
WE HAD ALERTED EVERYONE AT CITY
HALL.

>> WHO GETS THE FINE?

>> G.C. GETS THE FINE.

VINE STREET WAS OUT OF
COMPLIANCE, THEY WEREN'T BEING

RESPONSIVE SO WE WENT TO THE
COMMUNITY AND START THE WITH A
COMMUNITY MEETING AND ALERT THE
RESIDENTS WE WERE SHUTTING DOWN
THE VINE STREET PROJECT AND HAD
A CONVERSATION.

MOST THE PROJECTS ARE CITY
PROJECTS.

WE WILL BE FINDING A CITY
PROJECT.

>> FOR ME, VERY IMPORTANT THE
CITY PLAY A LEADERSHIP ROLE AND
I APPRECIATE YOUR COLLABORATION
AND IT TAKES PARTNERSHIP.

IT'S THE FIRST TIME I SAW YOU
WAS CALLING THEM TO TASK.

I APPRECIATE THAT.

ROBERT, YOU MISSED THE SHUT OUT
I GAVE YOU BUT YOU'RE BACK SO IF
YOU WOULD JUST WAVE AND SAY
THANK YOU.

I WANT TO START WITH THE MONEY.
YOU MENTIONED EARLIER IT'S \$9
BILLION WITH A "B" AND MORE THAN
\$15 BILLION CONSTRUCTION
DOLLARS.

WE OFTEN LOOK AT THE
CONSTRUCTION HOURS.

HOW MANY HOURS ARE GOING TO

RESIDENTS PEOPLE OF COLOR AND A
WANT TO KNOW HOW MUCH IS GOING
TO RESIDENTS AND PEOPLE OF COLOR
AND WOMEN PARTICULARLY TALKING
ABOUT NBEs AND NWBEs.

RIGHT NOW I KNOW WE DON'T TRACK
THAT BUT I THINK IT'S VERY
IMPORTANT TO TRACK THAT.

I WOULD HAVE 100 HOURS GOING TO
PEOPLE OF COLORS AND 10 HOURS
THAT ARE NOT GOING PEOPLE OF
COLOR AND THOSE 10 HOURS COULD
BE WORTH MORE MONEY ON THE TABLE
THAN THE 100 HOURS.

I'D LIKE THE CITY TO GET TO THE
POINT WHERE WE'RE TRACKING HOW
MUCH OF THE \$15 BILLION IT'S
GOING TO PEOPLE OF RESIDENCE,
PEOPLE OF COLOR AND WOMEN.

>> WE'LL BEGIN TO WORK ON THAT.

I THINK WE ARE WITH THE NEW
DIVERSITY LANGUAGE IN THE
R.F.P.s WE'LL BE ABLE TO COME
BACK AND GIVE YOU ON CITY-OWNED

LAND SPECIFIC NUMBERS ON THAT QUESTION.

WE'RE TRACKING IT AND WILL BE SELECTING UPON THAT CRITERIA.

ON THE PRIVATE SIDE --

>> CAIN INTERSECT FOR ONE MOMENT.

WE'RE ALL HERE BECAUSE WE AGREE THAT WHICH GETS MEASURED GETS DONE, TO FOSTER A CULTURE AND CLIMATE HERE OF TRANSPARENCY AND ACCOUNTABILITY, WHAT YOU'RE DOING TODAY IS THE SAME THING WE'RE ASKING WRITTEN IN THE LEGISLATION FOR MILLENNIA AND WINTHROP AND FOR THE MBE COUNCILOR WU AND I AUTHORED AND WAS PASSED AND WE HAVE TO PRESENT COUNCILOR FOR THOSE PROJECTS.

I DO THINK WE'LL GET TO THAT.

THAT HAS BEEN CODIFIED.

SO WE HAVE THAT TRANSPARENCY AND ACCOUNTABILITY IN RALE -- REAL-TIME.

>> I APPRECIATE YOUR WORK AND LEADERSHIP WITH COUNCILOR WU BUT I WANT TO MAKE SURE WE'RE BUILDING IT AND WE NEED TO LOOK AT THE NBEs AND WNBES AND THE MONEY THE CITY SPENDS AND WHO'S GETTING THAT.

I WANT TO KNOW WHEN I'M MONITORING THIS EVERY OTHER WEEK WITH A COMMUNITY, I'M NOT JUST LOOKING AT HOURS, I WANT TO BREAK IT DOWN AND KNOW WHERE THE MONEY'S GOING AND WHO'S GETTING THAT MONEY.

THE \$15 BILLION IS A LOT OF MONEY.

I THINK THE PIPELINE PIECE IS VERY IMPORTANT AND I THINK EVERYONE HIGHLIGHTED THAT AND I MENTIONED THAT IN MY OPENING. WE HAVE TO HOLD FOLKS ACCOUNTABLE NOW AS WELL AS BUILD THE BENCH.

MY WORRY IS BY THE TIME WE GET THE BENCH BUILT THIS BOOM IS GOING TO BE GONE.

THAT \$15 BILLION WE'RE TALKING ABOUT, WE NEED TO MAKE SURE PEOPLE ARE PARTICIPATING IN AN

EQUITABLE WAY IN THE \$15
BILLION.

LET ME ASK QUESTIONS.

AND WE WANT TO TAKE TESTIMONY
FROM THOSE IN THE AUDIENCE.

I WANT TO KNOW HOW MANY FOLKS
HAVE BEEN ASKED TO PAY FINES AND
YOU MENTIONED DUDLEY LIBRARY BUT
HOW MANY FOLKS HAVE BEEN BROUGHT
IN OR SANCTIONED OR ASKED TO PAY
FINES?

>> UNDER THE NEW ORDINANCE WE
HAVE NOT FINED YET.

>> HOW MANY CORRECTIVE ACTION OR
E-MAILS HAVE WE HAD UNDER THE
NEW ORDINANCE?

>> THE DUDLEY PROJECT, FOR
EXAMPLE, A COMBINATION OF
E-MAILS AND MEETINGS, IT TURNED
OUT TO BE 45 COMMUNICATIONS.
BY E-MAIL OR BY LEADER.

THEN WHAT HAPPENS AFTER THAT?
TAKE US THROUGH THE PROCESS.
YOU HAVE A CORRECT ACTION
MEETING.

DO PEOPLE SUDDENLY GET THEIR ACT
TOGETHER IN SUBMITTING PAYROLLS
OR MEETING NUMBERS?

WHAT HAPPENS?

>> WITH THIS ORDINANCE, NO ONE
WANTS TO GET FINE.

THE DUDLEY PROJECT, WE BROUGHT
THEM IN AND MET WITH THEM.
THEY CAME AND WE EXPLAINED TO
THEM, LISTEN, YOU'RE IN
VIOLATION, YOU'RE GOING TO GET
FINE.

DIRECTLY AFTERWARDS THE PAYROLL
STARTED BEING SUBMITTED ON TIME
AND WE SAW AN INCREASE IN THE
NUMBERS AS WELL.

>> WHEN YOU SAY THE DUDLEY
PROJECT, DO YOU MEAN THE DUDLEY
LIBRARY?

>> YES.

>> AND WE ALL ACKNOWLEDGE
THERE'S BEEN IMPROVEMENT WITH
THEIR NUMBERS BECAUSE EVERYONE
IS MONITORING, DO WE ALSO
ACKNOWLEDGE THEY ARE STILL WAY
BELOW THEIR NUMBERS?

YES?

>> THAT'S TRUE.

>> SOMETIMES THE TOTAL NUMBERS

ARE LOOKING GOOD.
STILL TRADE BY TRADE THERE'S A
LOT OF WORK.
THERE ARE CERTAIN COMPANIES WHO
CONTINUE TO GET SOME FOLKS COME
IN AND THEY COME IN QUICK.
THEY'RE ONLY THERE FOR A SHORT
PERIOD OF TIME.
NOT A LOT OF WORK HOURS AND THEN
THEY'RE OUT.
BEFORE SOMEONE HAS A REPORT
GENERATE AND CAN LOOK THEY'RE
OFF THE JOB.
BUT WE KNOW FROM HISTORY THAT
THERE ARE BAD PLAYERS.
SO WHAT CAN BE DONE ABOUT
SOMEONE LIKE THAT?
AND WHY AREN'T PEOPLE GETTING
FINES WHEN WE KNOW THERE'S BAD
PLAYERS?
>> SO WE ARE LOOKING AT THE
CORRECTIVE ACTIONS FIRST.
ON DUDLEY THEY WEREN'T
RESPONSIVE.
SO BECAUSE THEY WEREN'T
RESPONSIVE WE GOT A
RECOMMENDATION OF FINE AND
PRESENTED AND WE CALLED THEM IN
AND THEY WERE GOING TO FINE AND
IMMEDIATELY THEY RESPONDED WITH
ALL THE DOCUMENTS.
THEY CHECKED ALL THE BOXES.
WE WERE READY TO FINE ON DUDLEY
BECAUSE WE FELT THERE WERE
ENOUGH MEETINGS AND PEOPLE THAT
HAD REACHED OUT, WE'D GIVEN THEM
SOME RESOURCES.
SO WE WERE READY TO FINE AND
THEY CHANGED THEIR TUNE AND
CHANGED THEIR BEHAVIOR.
I ANTICIPATE THERE WILL BE FINES
BECAUSE WE'VE DONE E-MAILS,
MEETINGS, CALLS WITH THE V.A.
AND MEETINGS WITH THE SUBS.
WE FEEL LIKE WE HAVE ENOUGH AND
WE'RE DOING GREAT DOCUMENTATION
SO WHEN WE ARE CHALLENGED WE CAN
SHOW WE'VE BEEN TRYING TO WORK
WITH PEOPLE AND JUSTIFY THE
FINING.
WE HAVE NOD -- NOT FINED YET
BUT I EXPECT IN APRIL WE'LL BE
PRESENTING SOME FINES TO YOU
BECAUSE I THINK SOME FOLKS ARE

GOING TO GET FINED.

>> A REMINDER, I'M SORRY WE
CANNOT FINE JUST BASED ON
[INDISCERNIBLE]

>> YES.

RIGHT.

>> SO HOW MANY G.C.s OR
DEVELOPERS HAVE YOU THREATENED
TO FINE OR HAD TO HAVE THESE
TOUGH CONVERSATIONS.

WHAT'S THE LOW-HANGING FRUIT?
WHEN YOU COME BACK AND REPORTQ, du TO
THE COUNCIL IN APRIL, I'M
ASSUMING BETWEEN NOW AND THEN
THERE'LL BE FINES.

WHO ARE THE FOLKS -- YOU DON'T
HAVE TO NAME PEOPLE
SPECIFICALLY, BUT ARE THERE A
NUMBER OF PEOPLE WHO OR
COMPANIES THAT ARE GOING TO BE
FINED?

>> I WANT TO GO ON RECORD TO SAY
A COUPLE THING.

ONE IS, WE HAVE CORRECTIVE
ACTION MEETINGS WITH G.C.s ON A
VARIETY OF PROJECTS BOTH COVERED
BY THE OLD ORDINANCE AND THE NEW
ORDINANCE.

ON RECORD I'VE BEEN VERY
CONSISTENT IN LETTING ALL OF
THEM KNOW THAT WE WILL FINE.
IT'S NOT LIKE WE HAVEN'T FINED
ON THE OLD ORDINANCE.

AND SO I DON'T WANT TO CREATE
ANY BIFURCATION OR SENSE OF
PEOPLE ON THE OLD ORDINANCE THEY
GET TO RIDE OFF IN THE SUNSET.

>> I WOULD AGREE.

>> AND IT DOESN'T MATTER WHETHER
YOU'RE ON THE OLD OR NEW
ORDINANCE, BECAUSE I FELT LIKE
THERE WAS A LITTLE OF, WELL, I'M
UNDER THE OLD ORDINANCE.

>> I APPRECIATE THAT.

LET ME CONTINUE ON, IF I MAY.
WHAT'S THE SYSTEM, ASSUMING WE
WERE COLLECTING FINES, WHERE'S
THE MONEY GOING TO GO?

WHO DECIDES WHERE THE MONEY
GOES?

IS THE MONEY BEING USED TO BUILD
THE PIPELINE?

IF PEOPLE ARE OUT OF COMPLIANCE
IN A CERTAIN NEIGHBORHOOD WOULD

THAT MONEY BE USED TO SUPPORT
THE WORKFORCE DEVELOPMENT IN
THAT NEIGHBORHOOD?

WHAT'S THE SYSTEM IN PLACE?

>> SO RIGHT NOW THE SYSTEM IS
THAT ANY FINES WOULD HAVE TO GO
TO GENERAL FUND BUT WE HAVE
TRIED TO SEE IF ONCE WE START TO
ACCUMULATE A CERTAIN AMOUNT OF
MONEY, IF THERE'S A PROPOSAL WE
COULD MAKE TO HAVE THAT MONEY BE
SHIFT TO GO SOMEWHERE ELSE --
SHIFT ED TO GO SOMEWHERE ELSE.

>> AND A GENERAL FUND.

>> I'D BE INTERESTED IT GOES TO
WORKFORCE DEVELOPMENT JOB
TRAINING.

WE'RE FOCUSSED ON BUILDING THE
BENCH OF FOLKS PARTICULARLY THE
WOMEN NUMBERS, WHATEVER PROJECT
YOU LOOK AT THE WOMEN NUMBERS
TEND TO BE ALWAYS LOWER.

>> THERE'S A NEW DATA SYSTEM IN
PLACE.

>> HOW ARE FOLKS ENGAGED IN THAT
PROCESS.

YOU TALK ABOUT THE PARTNERSHIPS
WITH COMMUNITY?

>> THE WHOLE PROCESS IS SLOWER
THAN I THINK ANYBODY WANTS IT TO
BE.

UNFORTUNATELY WITH STAFF STFR
-- DEPARTMENT IT FURTHER SLOWED
IT DOWN.

IT'S BACK ON TRACK BUT WE
STILL -- I DON'T KNOW IF THEY'VE
GIVEN US A NEW TIME LINE ON
THAT.

>> BASICALLY IT'S DUE BY THE END
OF OCTOBER SO WE SHOULD BE
HIRING A CONSULTANT WITH THE
IMPLEMENTATION.

>> WHAT'S HAPPENING WITH THE
JOBS?

THERE'S A NEW COORDINATOR OR
DOING THAT WORK?

>> THERE'S A JOB BANKS
COORDINATOR, JOHN DUNHAM.
HE'S DOING THAT WORK AND WE'D BE
HAPPY TO PUT YOU IN TOUCH WITH
HIM.

OKAY.

I'M GOING LEAVE THAT RIGHT
THERE.

WHAT PERCENTAGE OF LINKAGE MONEY HAS BEEN GOING TO JOB TRAINING SPECIFICALLY AROUND CONSTRUCTION JOBS?

>> WE'D HAVE TO GET A REPORT TO LOOK AT CONSTRUCTION JOBS. IN GENERAL THE BREAK DOWN IN LINKAGE PAYMENT TO THE JOBS TRYST AND DON'T QUOTE ME -- -- THE JOB TRUST AND DON'T QUOTE ME BUT EIGHT SOMETHING GOES TO THE AFFORDABLE HOUSING TRUST AND THE DOLLAR SOMETHING GOES TO THE WORKFORCE TRUST. I'LL GET YOU THE NUMBERS, COUNCILOR.

>> I'D BE INTERESTING TO SEE WHAT'S GOING TO THE PIPELINE AND YOU'VE GOT FOLKS WHO HAVE THEIR CORE TRUE.

MAYBE THEY BRING ON A WOMAN OR PERSON OF COLOR OR RESIDENT TO MEDE THE REQUIREMENT AND THEN LET THE PERSON GO TO THE NEXT JOB AND YOU SEE THE SHUFFLE OF PEOPLE BEING HIRED AND THEN LET GO BECAUSE THEY WANT TO KEEP THEIR CORE CREW INTACT.

I UNDERSTAND IT'S A NUANCED THING WHERE IF YOU'RE DOING THE WORK, HAVE YOU PEOPLE YOU'VE BEEN WORKING WITH WHO YOU CAN LIKE THEIR WORK AND YOU HAVE A RAPPORT AND YOU KNOW THEM AND TRUST THEM TO GET THE JOB DONE AND WHATEVER IT IS, BUT HOW DO WE CUT THROUGH THAT TO ENSURE WE'RE NOT PLAYING THIS SHUFFLE GAME AROUND HIRING PEOPLE TEMPORARILY TO MEET SOME REQUIREMENT AND THEN GO ABOUT YOUR BUSINESS ELSEWHERE AND PEOPLE ARE NOT REALLY HAVING TO WORK ON OTHER JOBS.

>> I THINK IT'S SOMETHING THEY DO AN EXCELLENT JOB IN. MOST THE COMPANIES WE SEE FROM PROJECT TO PROJECT. WE KNOW OF COMPANIES THAT HIRE FEMALE AND WE ENSURE THE COMPANY STILL HAS THAT FEMALE OR THAT COMPANY'S NOT CHECKER BOARDING OR NOT JUST HIRING A PERSON AND LETTING THEM GO AND WE'RE

PUTTING EXTRA EMPHASIS ON IT AND TRACKING WORKERS AND MAKING SURE CERTAIN WORKERS AND COMPANIES ARE TRAINING AND KEEPING THE WORKERS.

WE SEE THE SAME COMPANIES AREN'T ALL ABOUT PROJECTS.

SOMETIMES THEY'RE RUNNING INTO THE SAME COMPLIANCE PROBLEMS. THAT'S LITERALLY WE'RE ABLE TO ENSURE COMPANIES ARE PUTTING FORTH A VALID EFFORT TO KEEP TRAINED VEHICLES AS PART OF THEIR CORE GROUP.

>> I APPRECIATE THE WORK YOU'RE DOING IN THAT AREA.

I THINK WHAT WE HAVE FOUND IN THE MONITORING COMMITTEE MEETINGS IS THEY'RE NOT ADDING FOLKS TO THE CORE CREW. IT'S A TEMPORARY THING.

I WONDER HOW WE CUT THROUGH THAT.

WE NEED TIME TO THINK ABOUT WHAT THE SOLUTIONS MAY BE.

PERHAPS FOLKS ARE BRINGING ON SOMEONE FOR A TEMPORARY TIME AND BEING CUT LOOSE AND THEY'RE LOSING OUT ON AN OPPORTUNITY TO IMPROVE THEIR SKILLS AND GET SOME OF THE \$15 BILLION.

>> MORE THAN THAT.

IT WOULD INCLUDE THE \$3 BILLION ON THE GROUND.

THERE'S \$6.8 BILLION APPROVED IN THE CALENDAR YEAR AND I THINK ANOTHER \$10 MILLION OR \$11 MILLION APPROVED BUT HASN'T BROKEN DOWN YET.

I'LL PAUSE FOR NOW.

I CAN ALWAYS COME BACK.

MADAME CHAIR.

>> ONE CLARIFYING QUESTION IN HOW FOLKS ARE PUT IN THEIR BOX. I GO TO WORK AND I'M A WOMAN OF COLOR.

WOULD AN EMPLOYER BE ABLE TO DOUBLE-DIP WITH THE COLOR QUOTA AND WOMAN QUOTA AND WILL WE HAVE TO ADD A SEPARATION.

HALF OF OUR FOLKS ARE PEOPLE OF COLOR AND HALF ARE WOMEN AND I'M NOT UPSET TO SEE A BUNCH OF WOMEN BUT I'M THINKING YOU COULD

HAVE HAD A BIGGER NUMBER.
>> YOU WOULD COUNT AS A BOSTON
RESIDENT, WOMAN AND PERSON OF
COLOR.
>> DO YOU SEE WHAT MY CONCERN IS
YOU PUT ME UNDER ONE THE NUMBER
OF FOLKS NEEDED INCREASES.
>> SOMETIMES IT DOESN'T MEAN IT
WILL.
THEY NEED A CREW THAT'S A
CERTAIN SIZE.
THEY DON'T ADD ON THAT CREW TO
GET TO COMPLIANCE SO WE JUST
WANT TO KNOW ABOUT THE CREW SO
IT'S COMPLIANT.
>> IF YOU HAVE A CREW THAT'S 10
PEOPLE AND YOU HAVE THREE
CATEGORIES IN ME AND STILL HAVE
TO HIRE 10 PEOPLE YOU INCREASED
THE NUMBER OF FOLKS UNDER THE
ORDINANCE.
IF YOU GOT THREE PEOPLE YOU'RE
UNDER THE QUOTA.
THE POINT IS HOW YOU COUNT THE
PERCENTAGES ALONE WON'T DO IT.
>> WE'LL FURTHER LOOK INTO THAT.
>> RIGHT NOW I CAN FALL UNDER
SEVERAL BOXES OPPOSED TO PUTTING
THE UNDER ONE BOX AND A PERSON
OF COLOR AND BOSTON RESIDENT. Tq'ú
YOU CAN SEE HOW TO ME IT MEANS
LESS UNDER THIS ORDINANCE.
DO YOU SEE HOW I DID THAT?
NO, YOU DON'T.
>> DID ANYONE SEE IT OR AM I OFF
AT CRAZY TOWN?
>> NO, WE SEE IT.
>> MAYBE WE'RE JUST COMPLYING
WITH WHAT WE GOT BUT I ALWAYS
BELIEVE IN ABOVE AND BEYOND.
>> I WANTED TO THANK THE MAKER
OF THIS ORDER FOR YOUR ROBUST
AND THOUGHTFUL OUTLINE OF
QUESTIONING.
MOST OF MY QUESTIONS WERE ASKED
AND ANSWERED AND I HAVE A COUPLE
AND THEN WE'LL MOVE TO PUBLIC
TESTIMONY BUT I CAN'T SAY
ANYTHING WITHOUT FIRST
ACKNOWLEDGING THE FOUNDATIONAL
WORK DONE HERE.
AND I WANT TO JUST ACKNOWLEDGE
CHUCK TURNER MANY MORE OUTSIDE
THE CHAMBER AND MANY GROUPS YOU

NAMED THAT HAVE BEEN A PART OF THIS AND WE THANK YOU FOR YOUR PARTNERSHIP AS WELL.

TO MY POINT OF THOSE THAT DON'T HAVE AN ELECTED TITLE BUT HAVE BEEN VIGILANT IN THEIR WORK TO MAKE SURE WE KNOW THE LAW'S ONLY AS GOOD AS ITS ENFORCEMENT AND WE PUSHED FOR IN KEEPING WITH THE BUILDING BOON WE'RE IN THE MIDST OF.

AND I'M SO APPRECIATIVE OF THE COMMITTEE STANDING IN THE GAP. I WISH THEY WERE GETTING PAID FOR THAT.

DO WE BELIEVE RIGHT NOW OUR COMPLIANCE MARCH ECONOMY COMMISERATE WITH THE LEVEL OF BUILD.

THE LAST TIME WE HAD A BUILDING BOON WE HAD 10 MORE MONITORS THAN CURRENTLY.

I WANT TO BETTER UNDERSTAND WHAT IS ALLOCATED IN THE LINE ITEM AND WHAT ARE THE STAFFING LEVELS AND IS IT SOMETHING YOU CAN EXPLORE THE GOOD PEOPLE WORKING SO HARD WE MIGHT BE ABLE TO COMPENSATE THEM IN THE ROLE THEY'RE PLAYING BECAUSE OF OUR DEFICIT IN STAFFING LEVELS?

>> WE'VE GONE BACK AND FORTH ON THE CITY'S ROLE AND RESPONSIBILITY AND WHAT WE OWE THE PUBLIC IN TERMED OF WHAT WE SHOULD BE DOING.

I THINK BEYOND POLICY, WE ARE ADVOCATES AND HAVE TALKED TO SOME OF THE FOUNDATIONS THAT SUPPORT THE ADVOCATES WE WORK WITH BECAUSE THEY CALL IN AND CHECK IN.

I WANT TO SAY THAT FOUNDATIONS WILL CALL AND WE'RE STAUNCH ADVOCATES IN SAYING THESE PEOPLE ARE CRITICAL NOT JUST FOR MONITORING THE SITES AND COMING BACK AND COMMUNICATING BUT FOR THEIR VIGILANCE AND RESEARCH. THING WE'RE DOING AND OTHER CITIES ARE DOING IN COMPARING US AND TALKING TO COLLEAGUES AROUND THE COUNTRY.

I WANT TO UNDERSCORE THE LEVEL

OF ASSISTANCE AND WE PROVIDE THE
KIND OF RESOURCES RENEED TO --
WE NEED TO MAKE SURE YEAR
MONITORING THE CITY ORDINANCE.

>> I WON'T HAVE THE HONOR OF
BEING A FISCAL STEWARD IN THE
NEXT PROCESS SO YOU CAN'T OFFER
THOSE PROJECTIONS BUT YOU CAN
SHARE RIGHT NOW WHAT ARE THE
STAFFING LEVELS AND WHAT'S THE
BUDGET LINE ITEM?

>> WE HAVE A TOTAL OF NINE.
>> OKAY.

ARE THESE THE HIGHEST LEVELS
WE'VE EVER HAD OR WAS THERE A
TIME WHEN WE HAD MORE?

>> THESE ARE THE HIGHEST LEVELS.
AT LEAST TWO MORE MONITORS THAN
WE'VE HAD IN THE PAST.
WE HAVE MORE STAFF THAN THE
PAST.

>> DO WE BELIEVE THE COMPLIANCE
MONITORS THEY HAVE THE BANDWIDTH
GIVEN THE UNPRECEDENTED BUILDING
WE'RE UNDERGOING TO MONITOR THE
PROJECTS EFFECTIVELY?

>> WE JUST ADDED TWO MONITORS
AND ADDED A NEW PROGRAM MONITOR
TO OUR TEAM WE JUST HIRED A NEW
OUTREACH COORDINATOR AND
CONSTRUCTION MONITOR.

WE WERE ALSO ABLE TO BRING IN A
NEW DIRECTOR OF THE EQUITY AND
INCLUSION UNIT.

WE HAVE MORE CAPACITY THAN WE'VE
EVER HAD, HOWEVER, WE JUST MET
WITH BUDGET ON THE QUESTION.

I THINK WE'LL HAVE ANOTHER
CONVERSATION WITH YOU THAT LOOKS
AT CAPACITY AND LOOKS AT THE
LEVEL OF CONSTRUCTION AND MAKES
SURE THAT WE CONTINUE TO
APPROPRIATELY ADDRESS THE
QUESTION FROM THE CITY SIDE AND
HAVE THE RIGHT STAFFING.

I ANTICIPATE WE WILL LOOK AT
CAPACITY FOR THE EQUITY AND
INCLUSION OFFICE.

SO MUCH DICTATED ON THE FINDINGS
AND OTHERS ON THE CONTINUED
GROWTH.

>> AND I WOULD LIKE TO
CONTRIBUTE TO THE PROSPERITY.
SO ULTIMATELY THIS IS ABOUT

ADDRESSING WHAT WE ALL CARE ABOUT AND THAT IS THE WAGE GAP IN THE CITY WHICH CONTINUES TO WIDEN.

I'M VERY CONFLICTED AN I FEEL LIKE WE HAVE SO MANY TRAINING AND APPRENTICESHIP PROGRAMS. I'M CONFLICTED AS WE NEED MORE TRAINING AND MORE OF A MANDATE AND STRENGTHENED PIPELINE TO GET PEOPLE INTO THE JOBS SO I'M IN THE SURE.

BUT IN THE SAME WAY OUR BOSTON POLICE DEPARTMENT IS NOT REPRESENTATIVE OF THE CITY AND AGING AND NOT ONLY NICK AND WE'RE HAVING TO BE -- ETHNIC AND WE'RE HAVING TO BE INTENTIONAL HOW TO CULTIVATE THE NEXT GENERATION OF POLICE OFFICERS, I WONDER IF WE KNOW OUR POPULATION IS GOING TO BE GROWING BY 100,000 PEOPLE BY 2040 AND HAVE GOALS AND PLANS AROUND CLIMATE AND TRANSIT.

WE KNOW WE'LL NEED THE WORKFORCE.

DO WE HAVE A WORKFORCE AND TRAINING GOALS COMMISERATE WITH THE BUILDING GROWTH AND TRAINING AND DEVELOPMENT AND HOW ARE WE MEETING THAT?

AND WITH THE PROGRAMS OUT OF IBW AND THING LIKE -- THINGS LIKE THAT, IF WE'RE NOT INTENTIONAL ABOUT THE CAPACITY GROWTH EFFORTS WE WON'T HAVE THE WORKFORCE.

I WONDER HOW MADISON PARK IS FACTORING INTO THIS.

>> I WANT TO AGREE WITH YOUR ASSESSMENT OF WORKFORCE.

WE TALK ABOUT ACCESS AND AFFORD AND GENTRIFICATION BUT NOT FINANCIAL STABILITY AND THE IMPORTANCE OF THE WAGE GAP AND IMPORTANCE OF THE WEALTH GAP. WITH THE ORDINANCE WE'D LIKE TO SEE MORE DONE.

I WOULD SAY BOSTON SAY LEADER IN ALL WE HAVE DONE AND IN THE PLAYERS IN THE ECO SYSTEM IN DOING THIS.

ALL THAT SAID, WE NEED TO HURRY

UP.

GOVERNMENT MOVES SLOW AND WE HAVE TO BE GOOD STEWARDS OF THE PEOPLE AND THIS PARTNERSHIP ALLOWS THAT.

THAT BEING SAID, THERE'S A LOT MORE TO DO.

RECENTLY THE LINKAGE MONEY WAS THE ONLY SOURCE FROM THE CONSTRUCTION BOON OUT OF THE WORKFORCE DEVELOPMENT AND FROM MY MIND, THE CHIEF ECONOMIC DEVELOPMENT SPEAK, IT'S THE PROPORTION OF MONEY GOING TO WORKFORCE DEVELOPMENT OVER AFFORDABLE HOUSING, WHICH IS CRITICAL, SHOWS THE ATTENTION TO THE CONVERSATION OF DISPLACEMENT AND HOW WE HAVE PROPERTY SHOWS WE HAVE TO DO MORE WITH WORKFORCE DEVELOPMENT.

>> SO WE DON'T HAVE FINITE GOALS IN TERMS OF WORKFORCE DEVELOPMENT AND TRAINING SPECIFICALLY FOR THESE TRADES.

>> RIGHT.

I WONDER IF IT'S THE WORD OF THE JOB BANK OR WHAT.

>> WE LOOK FORWARD TO HAVING FURTHER CONVERSATIONS TO CHAIRMAN WATSON'S POINT, WE MIGHT BE ABLE TO COUNT INPUT BUT WITHOUT HAVING REAL INFORMATION ON THE BASELINE, WE DON'T KNOW HOW MUCH IMPACT WE'RE REALLY HAVING SO WE NEED TO DO MORE WORK IN THIS AREA TO BE ABLE TO ANSWER YOUR QUESTION.

>> AND I WOULD UNDER SCORE TO MAKE THE REQUEST THAT WE'RE INTENTIONAL SPECIFICALLY ABOUT THE ROLE OF MADISON PARK HIGH SCHOOL IN THIS PIPELINE. ALONG WITH THE OTHER COMMUNITY-BASED ORGANIZATIONS DOING INCREDIBLE WORK. TO THE LAST POINT PICKING UP ON COUNCILOR EDWARD'S POINT, THERE'S A COALITION OF FOLKS I WORKED WITH FOR TWO YEARS AND A LOT OF THE FOLKS WORKED WITH YOU TO AMEND THE BRJP. ONE THINGS WE PUSHED FOR WAS THE BEST PRACTICES.

I DID A QUICK LOOK ON THE WEBSITE AND I DIDN'T SEE IT THERE.

I WANTED TO MAKE SURE SINCE IT'S EASY FOR CONTRACTORS TO SAY WE CAN'T FIND PEOPLE AND WE KNOW YOU HAVE A PROJECT AS A BEST-CASE PRACTICE BUT WE DON'T KNOW HOW TO DO WHAT THEY DID AND THAT WAS THE REASON TO GET THEM CODIFIED AS PART OF THE ORDINANCE.

I WANT TO MAKE SURE THE BEST PRACTICES ARE READILY AVAILABLE AND NOT UP TO THE EXISTING EMPLOYER.

DOES THE CONTRACTOR HAVE TO PROMPT OR ASKED OR THE BEST PRACTICES AND HOW CAN WE MAKE THEM MORE READILY AVAILABLE THOSE RECOMMENDS AND RESOURCES? >> WE WORKED WITH THE GROUP AND TRIED TO INCORPORATE A LOT OF WHAT THEY HAD FOR BEST PRACTICE STANDARDS.

WE NEED TO DO A BETTER JOB OF MAKING THAT AVAILABLE. THAT'S THE ISSUE.

>> OKAY.

>> AND THE LAST THING IS ON THE ISSUE OF CHILDCARE.

WE DID END UP ESTABLISHING A WORKING GROUP BASED ON THE INSIGHT WE DID RECEIVE FROM JANET AND OTHERS THAT WE HAD GROWN THE NUMBER OF WOMEN IN THE TRADE BUILDING SPECIFICALLY, 50% OF THE WORKFORCE IS WOMEN OF COLOR AND THREE TIMES BIGGER THAN IT HAD BEEN IN LARGE PART BECAUSE OF TRANSPARENCY WE BROUGHT TO THE BRJP PUTTING THE DATA ONLINE BUT NO CHILDCARE. AND WE HAVE IN THE -- IN BOSTON ALMOST 40% SINGLE-WOMEN HEADED HOUSEHOLDS AND WE WANT TO SEE IT ADDS A PATH TO SELF-SUFFICIENCY AND WE HAVE BEEN PUSHING MANY OTHERS TO PUSH ON-SITE CHILDCARE BUT THAT'S NOT AN OPTION FOR MANY SITES BECAUSE IT ISN'T SAFE AND THE ISSUE OF NON-TRADITIONAL, NON-STANDARD WORK HOURS.

WE TRAIN THE WOMEN AND GOT THEM
IN AND CAN'T KEEP THE JOB
BECAUSE THERE'S NO PROVIDER
WORKING THOSE HOURS.
WE HAVE AN AD HOC WORKING GROUP
WORKING ON RECOMMENDATIONS AND
THING AND WORKING WITH PROVIDERS
ON SO WELCOME YOUR PARTNERSHIP.
>> THANK YOU.
SO COUNCILOR JANEY HAS ONE MORE
THING AND THEN I SWEAR WE'RE
MOVING TO PUBLIC TESTIMONY.
>> FIRST, THANK YOU ALL AGAIN
FOR THE WORK YOU'RE DOING.
AND FOR PARTNERING WITH
COMMUNITY AND REALLY APPROACHING
THIS WITH SOME URGENCY.
A COUPLE OF THING.
ONE, ON WOMEN WORKERS, I WONDER
WHAT IS BEING DONE ON TRAINING
HAPPENING AND CHILDCARE'S IN
PLIS -- PLACE AND THE CLIMATE
ON THE JOB.
ONE THING WE SEE THE SITES MAY
NOT BE THE MOST WELCOMING.
WHETHER TO PEOPLE OF COLOR OR TO
WOMEN AND I DON'T KNOW IF YOU'RE
LOOKING AT THAT OR JUST MAKING
SURE THAT WHEN WE DO GET WOMEN
ON THE JOBS OR IF WE GET PEOPLE
OF COLOR THAT THEY'RE IN AN
ENVIRONMENT WHERE THEY FEEL SAFE
AND WELCOMED AND CAN DO THE JOB
AND THEY'RE BEING SUPPORTED.
I HAD A SPECIFIC QUESTION AROUND
THE JOB QUESTION.
WHAT DOES THAT POOL LOOK LIKE?
HOW MANY PEOPLE ARE IN THAT
POOL?
ARE THEY ACTUALLY GETTING HIRED?
WHAT IS HAPPENING WITH THE JOB
POOL?
>> THAT POOL MAINLY CONSISTS OF
LABORERS.
WE'RE IN THE SEEING SKILLED
INDIVIDUALS WHO ARE REACHING OUT
WHO ARE FILLING OUT THE ONLINE
APPLICATION.
MOST ARE INDIVIDUALS WORKING
LOW-WAGE JOB AND THEY'RE WORKING
FOR BETTER PAY AND THEY'RE
SEEING CONSTRUCTION AND BETTER
PAY.
I THINK PER WEEK ONLINE

APPLICATIONS TWO INDIVIDUALS ARE FILLING OUT THE ONLINE APPLICATION.

THEY'RE CALLING THE PERSON IN THE OFFICE AND INTERVIEWING THEM FACE TO FACE AND PROVIDING RESOURCES TO THAT PERSON.

WE'RE TRAINING THEM HOW TO SIGN UP FOR UNIONS AND MY THOUGHT IS THAT LABORERS ARE A GOOD PROFESSIONAL BUT THOSE ARE THE INDIVIDUALS THAT TEND TO BE LET GO.

WE HIRE A PERSON TO CARRY WOOD FOR TWO WEEKS AND THEY LAY THE PERSON OFF.

WE ENCOURAGE INDIVIDUALS TO GET SKILLS.

APPLY TO BE A PLUMBER OR SPRINKLER FITTER.

>> DO YOU REFER THEM OUT TO LABOR ORGANIZATIONS WITH APPRENTICESHIP ORGANIZATIONS SO THEY CAN GET SKILLED IN ONE OF THESE AREAS?

>> YES, WE DO.

WE SEND THEM TO YOUTH BUILD BOSTON AND BETTER PATHWAYS. WE HAVE A RANGE OF RESOURCES THAT WE'RE TRYING TO SEND INDIVIDUALS TO.

>> OKAY.

AND LASTLY THE PURPOSE OF THIS IS TO CHECK IN TWICE A YEAR AND GO THROUGH THE NUMBERS. SEE WHERE WE'RE DOING A GOOD JOB AND THEN SEEING WHERE THING CAN BE IMPROVED.

IF YOU HAVE ANY LAST THOUGHTS JUST REALLY 90 SECONDS AROUND MAYBE SOME LOW-HANGING FRUIT OR NEXT STEPS THAT ARE SOLUTION-ORIENTED AND IF NOT NOW, MAYBE AT A LATER DATE. THIS IS AN ONGOING ISSUE WE ALL NEED TO BE WATCHING.

I'D CERTAINLY APPRECIATE ANY INSIGHT YOU'D WANT TO LEAVE US WITH IN TERMS OF SOLUTIONS MOVING FORWARD TO INCREASE RESIDENTS, PEOPLE OF COLOR AND WOMEN IN THESE AREAS.

AND AGAIN, NO PRESSURE IF YOU DON'T HAVE ANYTHING NOW BUT I

HOPE WE CONTINUE TO THINK ABOUT
THAT COLLECTIVELY.
SO I THINK NOW WE'RE GOING TO GO
TO PUBLIC TESTIMONY.

>> SO WE HAVE AND I'LL CALL
UP -- WE DON'T HAVE THAT MANY.
FIRST WE HAVE PRISCILLA AND
CHUCK TURNER.

>> GO TO THE MICROPHONES.
THE PODIUM RIGHT HERE.

[INDISCERNIBLE]

>> HELLO MY NAME IS PRISCILLA
BANKS AND I AM CO-FOUNDER OF THE
BLACK ECONOMIC JUSTICE
INSTITUTE.

I AM THE CHAIR OF THE BOSTON
JOBS COLLISION AND PART OF THE
PLANNING COMMISSION AS WELL AS
THE RETIRED EMPLOYEE OF THE CITY
OF BOSTON.

I'M ALSO AUTHOR AND LICENSED
MINISTER.

I WANT TO THANK YOU BOTH TODAY
FOR CALLING THIS HEARING ABOUT
THE ECONOMIC JUSTICE COMMISSION
BECAUSE IT IS VERY IMPORTANT.
FOR THE PAST SIX YEARS, THE
ECONOMIC JUSTICE ALONG WITH THE
BOSTON JOBS COALITION HAS BEEN
FIGHTING FOR GOOD JOBS IN OUR
COMMUNITY.

CONSTRUCTION AND PERMANENT JOBS.
WE'VE JOINED SEVERAL PROTESTS IN
ROXBURY, JAMAICA PLAINS, SOUTH
END, EAST BOSTON AND DORCHESTER.
WE MADE THE COMMUNITY AWARE OF
NON-COMPLIANCE OF THE
NON-RESIDENT JOB POLICY AND
HELPED WRITE THE NEW ORDINANCE
AND CONTINUE TO WORK WITH THE
BRJP OFFICE AND BECK COMMISSION
TO ENSURE IT IS ENFORCE.
WE HAVE BEEN MONITORING
CONSTRUCTION SITES IN ROXBURY
AND KNOW THE NEEDS OF THE
COMMUNITY AND WORKING TOGETHER
TO ENSURE PEOPLE FROM OUR
COMMUNITY ARE ON THE JOB SITES.
WE ATTEND THE BECK MEETINGS AND
HEAR THE EXCUSES ABOUT WHERE
THEY'RE NOT IN COMPLIANCE.
WE SEE HALF THE COMMISSIONERS
DON'T SHOW UP.
WE SEE THERE ARE NOT ENOUGH

MONITORS FOR THE PROJECTS BEING
DONE.

WE SEE MAJOR CONSTRUCTION GOING
ON AND YET OUR PEOPLE ARE NOT ON
THESE JOBS.

IN THE YEAR 2018 IT'S SAD THE
INDUSTRY IS STILL -- STILL
PREDOMINANTLY ALL WHITE AND THEY
THE UNIONS SHOULD BE ACCOUNTABLE
FOR BRINGING ALL WHITE MALES
SOME ARE BRINGING IN COLOR AND
WOMENS BUT SOME ARE STILL STUCK
IN THE 1900s.

ADOPT THE ECONOMIC JUSTICE MISTO
BREAK THE CYCLE OF BLACK AND
BROWN RESIDENTS BEING LEFT OUT.
BOSTON SHOULD BE EMBARRASSED TO
BE THE MOST GENTRYFIDE CITY IN
THE COUNTRY AND TO BE NAMED THE
MOST RACIST AND I HAVE MY
TESTIMONY BUT I WANTED TO SAY
SOMETHING BECAUSE CITY COUNCILOR
AYANNA PRESSLEY BROUGHT IT UP.
A COUPLE YEARS AGO I PUT IN A
METRIC AND HAVE YOU COMMUNITY
MONITORING THROUGHOUT THE CITY
BY DISTRICT.

IT'S OUR TIME AND THE GAS WE USE
TO GO TO THE MEETINGS AND IT'S
OUR TIME AND WE'RE HELPING BRING
THE CITY I WOULD LIKE FOR YOU
ALL TO THINK ABOUT THAT FOR SOME
KIND OF WAY THE MONITORS CAN BE
COMPENSATED AS FAR AS A STIPEND.
I'M NOT ASKING FOR A SALARY JUST
A STIPEND.

>> THANK YOU.

COUNCILOR TURNER.

>> MY NAME IS CHUCK TURNER.

I'M COORDINATOR OF THE
COALITION.

THANK YOU FOR CALLING THIS
HEARING PART OF THE REVIVED
BOSTON RESIDENCY JOB POLICY.
FROM THE TWICE YEARLY HEARINGS
ON THE POLICY AND THE BECK
OPERATION ARE CRITICALLY
IMPORTANT NOT JUST IN TERMS OF
SEEING THE DETAILS OF THE
ORDINANCE ARE BEING WORKED OUT
AND LOOKING AT THE POLICY ISSUES
BECAUSE THE BOSTON RESIDENCY JOB
POLICY SHOULD NOT BE SEEN AS AN
ELEMENT THAT IS SOLID AND TO BE

IMPLEMENTED BUT IT SHOULD BE SEEN AS A LIVING FRAMEWORK FOR BRINGING EQUITY TO THE CITY OF BOSTON.

AND SO THESE HEARINGS WITH THE COUNCILOR ARE PLAYING ITS ROLE AS A MONITOR BOTH OF THE CARRYING OUT OF THE ORDINANCE AS WELL AS THINKING ABOUT OTHER POLICY ISSUES.

IT'S CRITICALLY IMPORTANT. WHAT I'D LIKE TO DO IS BRIEFLY LOOK AT THE ISSUES OF POLICY CHANGE THAT WOULD BE IMPORTANT FOR THE COUNCIL TO LOOK AT DISCUSS AND THINK ABOUT HOW TO MOVE FORWARD.

BEFORE THAT I THOUGHT IT MIGHT BE HELPFUL TO GIVE A LITTLE CONTEXT OF WHERE THE BOSTON RESIDENCY JOB POLICY CAME FROM. IN MAY 5, 1975, 2,000 WHITE WORKERS MARCHED ON BOSTON CITY HALL AND DEMANDED THE DEFUNDING OF WHAT WAS CALLED THE THIRD WORLD JOBS CLEARING HOUSE.

THEY DEMANDED THE DE FUNDING BECAUSE THEY SAID THE WORK OF THE CLEARING HOUSE WAS INTERFERING WITH THE ABILITY OF WHITE WORKERS TO GET JOBS IN THE CITY WHICH WAS COMPLETE FALLACY BECAUSE THE UNIONS WERE SUBURBAN BASED GROUP AS THEY ARE NOW. WHITE WORKERS IN BOSTON WERE HAVING PROBLEMS SIMILAR TO WHAT WE WERE HAVING AS WORKERS OF COLOR.

THE THOUGHT WAS THAT IF WE DON'T FIND A WAY OF LINKING THE PROBLEMS OF THE WHITE WORKERS IN THE CITY WITH THE PROBLEMS THAT WE ARE HAVING AS WORKERS OF COLOR, THE UNIONS WILL ALWAYS BE ABLE TO PLAY US OFF AGAINST EACH OTHER AND POLITICALLY WE WON'T BE ABLE TO MOVE FORWARD AND BECAUSE OF THAT RECOGNITION WE SAID WHAT WE NEED TO DO IS LINK RESIDENCY.