

Boston Employment Commission Hearing Minutes

A monthly hearing of the Boston Employment Commission (**BEC**) was held on Wednesday, December 19, 2018 at One City Hall Plaza, Conference Room 801, Boston, MA 02201.

Commissioners Present:

Chair, Commissioner Travis Watson, Commissioner Charles Cofield, Commissioner John Redd, and Commissioner Kenell Broomstein.

Meeting Begins: 3:04 PM

I. MINUTES

Commissioner Watson called the hearing to order and stated September 2018 and October 2018 minutes will be taken up at the close of hearing.

II. SPECIAL PRESENTATIONS

A. Winthrop Center

Duration: 25 mins.

Present: Kathy MacNeil (Millenium Partners Boston), John Newhall (Suffolk Construction), Brooke Woodson (Suffolk), Corey Allen (Suffolk), and Pamela Ruffo (BRJP Monitor).

Project Overview

The project involves construction of a Tower at the former city owned garage site located at 115 Federal Street. The proposed multi/story development is a 53 story/1,866,436 square foot mixed-use development. The project consists of commercial office including an amenity club, lobby, and conference/meeting rooms.

Kathy MacNeil (Millenium Partners Boston) presented rendering and stated they voluntarily adopted New Ordinance workforce goals and are working towards increasing the pipeline by a donation of \$200k to trades training program. **John Newhall (Suffolk Construction):** working with Shelly Webster, the diversity consultant for Suffolk who provides monthly updates to MWBEs regarding upcoming scope of work. **Commissioner Watson:** Was this Developer/GC's idea? **Kathy:** MOU - City owned site had obligation to do more. 15% combined, partner with Suffolk/Millenium. Estimated time frame for Foundation (Nov 2018 - Sept. 2019), Structure (Sept. 2019 – July 2021), Façade (June 2020 – Sept. 2021) and Interior (Sept. 2021 – Aug. 2022). **Corey Allen (Suffolk Construction):** East Coast and Southeast Steel started November 1, 2018. **Commssioner Watson:** Trade partnership series - are those similar resources available to other MWBEs? **Brooke Woodson (Suffolk Construction):** Absolutely. April 2019 is next series. **Commissioner Cofield:** Do you have a program to joint venture if not signatory? **Kathy:** We do not have a formal program, we are doing this union. We're in discussion with Outkast Electric (MBE) regarding pairing them up with union company. They will likely come on to union if they have a backlog of work. **Commissioner Cofield;** Encouraging to hear, but need to have something in place and training is essential. **Corey:** Using relationship and leverage Suffolk has. **Brooke:** Not forcing or setting up to fail, but giving awareness of options. **Commissioner Watson:** Commend you for aggressively taking this on. Where are your concerns/challenges? **Reply:** Mechanical, Electrical and Plumbing. **Commissioner Cofield:** Concerns about meeting goals in certain areas – the talk is all benches are empty. We need to talk to BAs and subcontractors? **Kathy:** We're willing to be a feeder and work with Peter Gibbons (Local 550), Brian Kelly (Local 537) and Harry Brett (Local 12). Getting into the union has been a mystery and we're demystifying. **Commission Cofield:** I didn't have a family member 33 years ago. Myth of exclusion has to be put to bed. **Commissioner Watson:** Maybe 7 years ago that may have been true. In last 6 years there's been an intentional focus on opening doors to be reflective of diversity. Document the efforts. **Commissioner Cofield:** Slurry companies have always been low. **Corey:** It's changing. **Pam:** Very impressed with team that GC/Developer has put together. They realize they are

going to be an example of how to increase the pipeline. Slurry wall will be majority of numbers in beginning of project. I'm doing weekly site visits and drill home the need for documentation, if no one's available from union hall. I'm very hopeful.

Public:

Janet Jones (Boston Jobs Coalition): This project has been in the works for a long time. No one from my neighborhood will enjoy the property so let's get people working on it, at least. I recommend this project be reviewed frequently. **Sean Fontes**, Attorney in Construction Law and resident of Boston. He has a Community Mentoring Program. In 2016 African American males from Dorchester, Roxbury and Mattapan with the leadership of Bill Moran, worked with Bell, Biv and Devoe and produced a concert to have the black youth come into the city and work on the African American Museum. Millenium Partners helped with their resources. In 2017 we entered into an unprecedented alliance with Local 103. 24 Black women and men entered that apprenticeship in a matter of 3 weeks. Kathy McNeal, Joe Lorgin, and Lou Antonellis supported this effort. The Community Mentorship Program recruits those we know in the community. Next class coming up has recruited 64 and doubled for women. **Commissioner Watson:** Thank you (I come from a background in community organizing and I'm not surprised to see Local 103 engaging). **Sean:** Not only IBEW, also Plumbers, Pipefitters, Sheetmetal and Sprinkler Fitters. **Commissioner Cofield:** Let's not forget Carpenters and Iron Workers.

B. Orient Heights Phase II

Duration: 14 mins.

Present: Sienna DeSantis (Trinity), Margarita Polanco (Suffolk Construction), Derrick Chery (Suffolk Construction), Brooke Woodson (Suffolk Construction).

Project Overview:

This project is located at 38 Vallar Rd., East Boston, MA 02128. The revised project consists of the demolition of the existing 331 Boston Housing Authority (BHA) owned residential units and the construction of 331 direct replacement units in a combination of townhomes and mid-rise buildings. The proposed changes to the previously approved project include the elimination of 42 residential units, the elimination of a roadway connection between Waldemar Ave. and Vallar Road, among other site plan revisions.

Sienna DeSantis (Trinity): 2nd phase of Masterplan (88 units) commenced in Nov 2018 and estimated completion is February 2020. **Derrick Chery (Suffolk):** 80% bought out – MBE - 22.5%, WBE - 9%, Section 3 - 10%.

Commissioner Watson: 44% MWBE is solid buyout. It's a nice trend. **Margarita Polanco (Suffolk Construction):** Phase II - Derrick suggested hitting same goals although Suffolk is aggressively going after partnerships. For Example, Hoisting License CDL training program w/Teamsters Local 25 and Boston City Academy. Suffolk has been pushing diversity to be more reflective of the city in staff and workforce. **Manny (BRJP Monitor):** 100% with Derrick and Margarita. Had YouthBuild work on Orient Heights Phase I. Concerns with Liberty, EM Duggan, Cutting Edge and Marguerite Concrete. **Derrick:** Select Demo and PJ Dionne have been awarded. 12 Boston Residents hired, 3500 work hours @ 43% BR, 82% POC, and 7% Female. **Commissioner Watson:** That's a really nice/solid way to start off the project. **Brooke Woodson (Suffolk):** By way of update on Liberty, Compliance Officer position has been posted. **Commissioner Watson:** Sienna, thanks for your leadership. If there's not a push from Developer/Owner, it can create a problem. **Sienna:** Folks that went through Trades partnership are being placed on second phase project. 6 companies from series are signed up for Phase II.

C. Walando Homes

Duration: 12 mins.

Present: Jarred Johnson (Codman Square NDC), Tim Williams (Principal Builders) and Robert Woodson (BRJP Monitor)

Project Overview:

Jarred Johnson (Codmans Square NDC): 59 units development through collaboration of various agencies over 2 years. Phase I is installation of fire systems. **Tim Williams (Principal Builders):** 85% bought-out – sprinkler, fire

alarm and demo. Robert is aware of contractors with problems regarding BR/POC/F. Bought-out: Custom Fire Protection, A&A Electric, JJ Plumbing and ABH Demo. **Commission Watson:** Learning curve being new to BRJP. Please have communication with Robert. Please document any issues. Did you look at past work performance of subcontractors bought out? **Tim:** I didn't look at past, but many are aware of the program. I'm aware of what their workforce is. We will make mark on 50% BR. POC will do good and Female will be a problem. **Robert (BRJP Monitor):** I've put Tim in contact with Jobs Bank (John Dunham). **Commissioner Cofield:** I have concern with past history meeting goals because of contractors used. We hold union contractors to the same standard as small....need jobs that can offer careers. We will be watching this project. Hold folks accountable for what's happening in Codman Square. **Commissioner Watson:** Engage Best Practices.

Public:

Janet Jones (Boston Jobs Coalition): I wholly agree with Commission Cofield to get people from Dorchester, extended Dorchester and Mattapan on these jobs.

III. PROJECT REVIEWS

A. Harvard Science & Engineering Complex

Duration: 22 mins.

Present: Amanda Dilando (Turner Construction), Brian Chase (Turner Construction), Alyssa Hubbard (Harvard Capital Projects), Ronaldo Cheek (Diversity Development), Brian Barton (Sullivan McLaughlin), J McLaughlin (Sully Mac) and Pamela Ruffo (BRJP Monitor)

Project Review:

Current overall #'s: **842,424 workhours, 32% BR, 32% POC, 8% F**

Pamela Ruffo (BRJP Monitor): Collaboration of Turner with Harvard has placed 14 of Building Pathway and Project Exit candidates (2 Madison Park Coop added this week). This is a prime example of what we expect of this program. Even though they are doing well with goals they continue to increase their pipeline. **Commissioner Watson:** Amanda, Turner Construction is performing well aside from the 32% Boston Residents category. Thank you for stepping up. Sully Mac (122,000 workhours). Highest number of placements is commendable and outstanding. The more collaboration is going to reach richer results. Not to just stop at the numbers but to impact future. **Commissioner Cofield:** Numbers are good but not as good as can be. The goal is 50 and we need to exceed goals. With all the construction going on, we have to hire and train new people. Try not to stall out in mid 30s. **Commissioner Watson:** Brightview Landscaping? **Pam:** They committed to retain anyone they had and to bring on a gentlemen from Harvard Ed Portal. 2 Females are both people of color and Boston residents started this week. They are not increasing crew until April. Wanted them to be pre-warned we expect them to do better. **Commissioner Watson:** This is something new and I'd like to see more of flagging early. **Brian Chase (Turner Construction):** Different political and economic environment 10 years ago. Trade unions willingness to cooperate is more open – no longer sons and daughters of union people. **Commissioner Watson:** Mayor Walsh is dedicated to making the construction workforce equitable and inclusive. **Renaldo Cheek (Diversity Development):** Strong relationship with Andrew DeAngelo from Building Pathways. A new info session will be starting up. **Andrew DeAngelo (Building Pathways):** Amanda, Brian and John are very much involved and supportive of cause. They help connect us to contractors in non-compliance who need workers. **Commissioner Watson:** Please add BEC Commissioners on your email list for upcoming events at Building Pathways.

Public:

Janet Jones (Boston Jobs Coalition): This project really stands out and I'm delighted. Don't forget Youth Build. I suggest read transcript of Madison Park. **Pam:** It was just this week Sully Mac added 2 so that makes 3.

B. 45553 Highway Reconstruction in Quincy Street

Duration: 13 mins.

Present: Katie Choe (Public Works Dept.), Ray Susi (M. Susi) and Pamela Ruffo (BRJP Monitor) in for Claudette Austin, BRJP Monitor on this project.

Project Review:

Current overall #'s: **4,662 workhours, 53% BR, 42% POC, 10% F**

Commissioner Watson: In 2017 your numbers were not where they should have been. These are really impressive numbers and you have made good on your word to do better. **Ray Susi (M. Susi):** Working towards making crews meet the goals. **Commissioner Watson:** 93% resident verification, 5 day payroll submission - this is good. **Commissioner Cofield:** Female participation – Equipment Operators across the board is a problem. **Ray:** To get the license is a great amount of time, but we're willing to support someone. **Commissioner Cofield:** I'll give you my card. **Commissioner Watson:** 71,000 workhours – 43% BR, 35% POC and 5% F to 53% BR, 42% POC and 10% F is tremendous growth. Are there one or two things that made a difference? **Ray:** We had lesser workforce through attrition. I personally have made an intentional focus to hire people in those categories. Not there yet, but getting there. **Commissioner Watson:** File sub? **Ray:** No, low bid/open shop.

Public:

Janet Jones (Boston Jobs Coalition): I'm feeling better about spending so much time on Quincy St. I called the office. Keep up good work.

C. 45664 Madison Park Roadway Improvements

Duration: 5 mins.

Present: Katie Choe (Public Works Dept.), Ray Susi (M. Susi) and Manuel Barbosa (BRJP Monitor) in for Claudette Austin, BRJP Monitor on this project.

Project Review:

Current overall #'s: **6,138 workhours, 48% BR, 44% POC, 7% F**

Commissioner Watson: Other project had 18 this one 20, how are you able to manage the numbers? **Ray:** Two separate crews. **Commissioner Watson:** If these are separate crews, it speaks to your effort. Keep up progress.

D. Paris Village

Duration: 16 mins.

Present: Sal Colombo (East Boston CDC), Joe Mastromatteo (Delphi Construction), Larry McHugh (Delphi Construction), Jacob Grills (Delphi Construction) and Robert Woodson (BRJP Monitor)

Project Review:

Current overall #'s: **35,687 workhours, 22% BR, 41% POC, 4% F**

Commissioner Watson: What's the explanation on the support documentation for 22%BR. **Jacob Grills (Delphi Construction):** Trying to reach back out and get the unverified residents corrected. **Commissioner Cofield:** I have received a phone call from Joe on how he can do better. **Jacob:** Based crew is out of New Hampshire (Local 723). 20-22 guys onsite at a time. North and South Construction - there is correspondence from union hall. Had to replace framer. Bristol Builders just started 241 workhours – 32%BR, 48% POC, 0% F. We take accountability for mistakes. Project is 86% complete. **Commissioner Cofield:** Is Westview on site? **Reply:** No. **Commissioner Watson:** In referencing July's BEC minutes, has there been connections made to reach out to Robert? **Robert:** Best Faith Efforts in November/December and no correspondence for Jobs Bank in July. **Commissioner Watson:** What's been the outreach? **Vague reply:** Gray Company (HVAC/Plumbing sub) has 1 Boston Resident. N&L Contracting (Waterproofing sub) reached out to Robert and John. **Commissioner Watson:** Withholding payment? **Robert:** Payment withheld since October. We don't want to shut down, but we have to look at how to address. I recommend BRJP office begin internal analysis to look at this project and how it compares to others (sanctioning is a potential process). These numbers are troubling. I'm hearing the challenges and I also hear the Mayor. I want to formally start sanction process. We're taking all factors into consideration. **Commissioner Cofield:** Who replaced Northeast Framers and Westview? **Jacob:** Northeast Framers replaced by North and South Construction Services and Westview replaced by Dam Drywall. **Commissioner Cofield:** When is occupancy expected? **Reply:**

March 2019. Delphi expressed concern that September's payment is still being withheld. Robert will follow-up on that. **Commissioner Watson:** Start documenting efforts and be reflective on what could be done better and provide as much information on steps taken to correct. Robert will contact DND on withholding payment.

IV. DIRECTOR'S REPORT

Duration 5 mins.

New Director of Equity and Inclusion, Celina Barrios-Millner introduced herself. It was agreed to delay voting on minutes until January 2019. Announced the 2 new Boston Employment Commissioners, Kenell Broomstein, who was present, and acknowledged by Commissioner Cofield as the first person of color female Business Agent to be appointed as a Commissioner. Attorney Stephanie Everett will begin serving on the board in January. Celina expressed the goal of Equity and Inclusion to work more closely with Building Pathways pre-apprenticeship program. Commissioner Mark Fortune's resignation and longevity of service on the BEC was also acknowledged. Director's report accepted.

Hearing adjourned at 4:59 pm.