

Highway Reconstruction in Summer Street

June 19, 2019

Developer: Boston Public Works Department

General Contractor: Fred DeRoma & Son, Inc

Construction Cost: \$4,965,386 Construction Period: 4/2018 – 12/2019

Construction Monitor: Claudette Austin

Percent Complete: 75%

New BRJP Ordinance Goals: 51% Resident 40% People of Color 12% Female

Project Description:

Scope of work consist of Reconstruction in Summer Street in South Boston, MA.

Boston Employment Commission Project Review

I. Overall Numerical Compliance

Report Run Date: 06/05/19

Includes Work Records from: 04/07/18 – 04/21/19

# Workhours	# Workers	# Contractors	% Residents	% People of Color	% Female
9,794	62	5	38%	38%	8%

II. Numerical Compliance by Major Trades

Report Run Date: 06/05/19

Includes Work Records from: 04/07/18 – 04/21/19

Trade	# of Work hours	# of Workers	% Resident	% People of Color	% Female
Laborer	6,527	30	48%	49%	11%
Equip. Oper.	1,660	7	19%	0%	0%
Electrician	639	11	34%	2%	14%
Mason Tender	451	2	0%	63%	0%
Lineman	244	4	0%	0%	0%

III. Numerical Compliance by Major Contractor

Report Run Date: 06/05/19

Includes Work Records from: 04/07/18 – 04/21/19

Contractor	# of Wrkhrs	# of Workers	% Resident	% People of Color	% Female
Fred DeRoma	6,718	25	51%	35%	11%
Fred DeRoma & Son Inc employs equipment operators and laborers.					
Architectural Pavin	1,608	10	0%	75%	0%
Architectural Paving & Stone employs laborers, masons and mason tenders.					
Mass Bay Electric	1,017	20	22%	7%	9%
Mass Bay Electric employs electricians, equipment operators, linemen & groundmen.					
RJV Construction	438	5	21%	21%	0%
RJV employs laborers and a pipelayer.					
Markings Inc.	14	2	0%	0%	0%
Markings Incorporated employs painters.					

BRJP Highlights and Concerns:

- This project was reviewed before the BEC in July 2018. Since then overall:

Workhours increased from 1,187 hours to 9,794 hours
Boston Residents performance remains the same at 38%
People of Color performance increased from 29% to 37%
Female performance increased from 4% to 8%
- Fred DeRoma & Son Inc (GC) performed 69% of the total workhours reported and is at 51% Boston Residents (up 2%), 35% People of Color (up 1%) and 11% Females (up 4%).
- Subcontractors identified include: RJV Construction (work completed), Mass Bay Electric, Architectural Paving & Stone, Markings Inc, MON Landscaping and Eastwind Corp (*RJV Construction and Eastwind Corp are new to BRJP*).
 - Architectural Paving & Stone (2nd major contractor), exceeding the goal for People of Color at 75%, but at 0%R and 0%F.
 - Mass Bay Electric (3rd major contractor) have low numbers for Boston Residents (22%) and POC (7%) and show efforts with females at 9%.
- On 5/24/19 BRJP requested updated compliance documentation from Architectural Paving & Stone and Mass Bay Electric regarding efforts to meet the goals since starting work again in April 2019. (see attached correspondence dated 5/24/19)
- The average submission time for the weekly reports is 9 days. Three of the five contractors submission time is 13 days.
- 15 (80%) of 19 Boston Residents reported are verified.

Enforcement of 7 Compliance Efforts (*Compliance Determination Rubric is attached*)

- Pre-construction meeting (failure to attend) – in compliance
- **Weekly payroll submission (late submittals) – 3 subs have a 13 day submission time**
- Corrective Action meeting (failure to attend) – in compliance
- Boston Employment Commission Meeting (failure to attend) – in compliance
- Providing communications/confirmations – in compliance
- Jobs Bank Referral(s) – in compliance
- **Boston Resident Verifications – verification outstanding for 4 Boston Residents**

Boston Employment Commission Project Review

RECOMMENDATIONS: The BRJP Office recommends that Fred DeRoma & Son Inc -

Work with subcontractors to reduce the submission time for the payroll reports to the required 7 days.

Provide Boston Resident verification requested on 5/24/19 for unverified workers.

Coordinate with BRJP Monitor to schedule preconstruction meeting with subcontractors before they start work, as needed.

Provide compliance documentation requested on 5/24/19 addressing deficiencies in one or more categories.

ATTACHMENTS:

- PROJECT STATISTICAL REPORT *by contractor*
- PROJECT STATISTICAL REPORT *by trade*
- COMPLIANCE DOCUMENTATION
- Email from BRJP to Fred DeRoma & Son dated 5/24/19
- HISTORY REPORT FOR CONTRACTORS
 - Fred DeRoma & Son Inc
 - Architectural Paving & Stone
 - Mass Bay Electric
 - Markings Inc.
- BRJP COMPLIANCE DETERMINATION RUBRIC

PROJECT STATISTICAL REPORT

6/5/2019 12:43:07 PM

44817 HIGHWAY RECONSTRUCT SUMMER STREET -- ID: 10149 Award Dept: PWD Const Cost: \$4,965,386.00 Neigh: SOUTH BOST

PAGE 1

GC: FRED DEROMA & SON -- ID: 867

Date Range: 01/01/2018 - 06/05/2019

Worked on Project

BRJP Report #8

ARCHITECTURAL PAVING & 2543	09/23/2018 04/14/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
15 Laborer		1,057.0	0.0 0.0%	828.0 78.3%	0.0 0.0%	6	0	4	0
16 Mason		100.0	0.0 0.0%	84.0 84.0%	0.0 0.0%	2	0	1	0
45 Mason Tender		451.0	0.0 0.0%	286.0 63.4%	0.0 0.0%	2	0	1	0
Totals:		1,608.0	0.0 0.0%	1,198.0 74.5%	0.0 0.0%	10	0	6	0
FRED DEROMA & SON 867	06/02/2018 11/24/2018	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
10 Equipment Operator		1,446.0	312.0 21.6%	0.0 0.0%	0.0 0.0%	4	2	0	0
15 Laborer		5,272.0	3,104.0 58.9%	2,334.0 44.3%	722.0 13.7%	21	12	8	2
Totals:		6,718.0	3,416.0 50.8%	2,334.0 34.7%	722.0 10.7%	25	14	8	2
MARKINGS INCORPORATED 9540	10/27/2018 11/03/2018	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
19 Painter		13.5	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
Totals:		13.5	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
MASS BAY ELECTRIC CORP. 7912	07/22/2018 04/21/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
08 Electrician		639.0	219.0 34.3%	12.0 1.9%	88.0 13.8%	11	4	1	1
10 Equipment Operator		8.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
53 Groundman		70.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	3	0	0	0
15 Laborer		56.0	0.0 0.0%	56.0 100.0%	0.0 0.0%	1	0	1	0
50 Lineman		243.5	0.0 0.0%	0.0 0.0%	0.0 0.0%	4	0	0	0
Totals:		1,016.5	219.0 21.5%	68.0 6.7%	88.0 8.7%	20	4	2	1

PROJECT STATISTICAL REPORT

6/5/2019 12:43:07 PM

44817 HIGHWAY RECONST SUMMER STREET -- ID: 10149 Award Dept: PWD Const Cost: \$4,965,386.00 Neigh: SOUTH BOST

PAGE 2

GC: FRED DEROMA & SON -- ID: 867

Date Range: 01/01/2018 - 06/05/2019

Worked on Project

BRJP Report #8

RJV CONSTRUCTION CORP		12689	04/07/2018	04/28/2018	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
10	Equipment Operator				206.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
15	Laborer				142.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
09	Pipelayer				90.0	90.0 100.0%	90.0 100.0%	0.0 0.0%	1	1	1	0
RJV CONSTRUCTION CORP					Totals:	438.0	90.0 20.5%	90.0 20.5%	5	1	1	0
Project Totals:					9,794.0	3,725.0 38.0%	3,690.0 37.7%	810.0 8.3%	62	19	17	3

Date Range: 01/01/2018 - 06/05/2019

BRJP Report #7

		Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Empis	Resident	POC	Female
Electrician									
Contractor: MASS BAY ELECTRIC CORP.		639.0	219.0 34.3%	12.0 1.9%	88.0 13.8%	11	4	1	1
Trade Totals		639.0	219.0 34.3%	12.0 1.9%	88.0 13.8%	11	4	1	1

		Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Empis	Resident	POC	Female
Equipment Operator									
Contractor: FRED DEROMA & SON		1,446.0	312.0 21.6%	0.0 0.0%	0.0 0.0%	4	2	0	0
Contractor: MASS BAY ELECTRIC CORP.		8.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
Contractor: RJV CONSTRUCTION CORP		206.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
Trade Totals		1,660.0	312.0 18.8%	0.0 0.0%	0.0 0.0%	7	2	0	0

		Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Empis	Resident	POC	Female
Groundman									
Contractor: MASS BAY ELECTRIC CORP.		70.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	3	0	0	0
Trade Totals		70.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	3	0	0	0

		Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Empis	Resident	POC	Female
Laborer									
Contractor: ARCHITECTURAL PAVING & S		1,057.0	0.0 0.0%	828.0 78.3%	0.0 0.0%	6	0	4	0
Contractor: FRED DEROMA & SON		5,272.0	3,104.0 58.9%	2,334.0 44.3%	722.0 13.7%	21	12	8	2
Contractor: MASS BAY ELECTRIC CORP.		56.0	0.0 0.0%	56.0 100.0%	0.0 0.0%	1	0	1	0
Contractor: RJV CONSTRUCTION CORP		142.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
Trade Totals		6,527.0	3,104.0 47.6%	3,218.0 49.3%	722.0 11.1%	30	12	13	2

		Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Empis	Resident	POC	Female
Lineman									
Contractor: MASS BAY ELECTRIC CORP.		243.5	0.0 0.0%	0.0 0.0%	0.0 0.0%	4	0	0	0
Trade Totals		243.5	0.0 0.0%	0.0 0.0%	0.0 0.0%	4	0	0	0

44817 HIGHWAY RECONST SUMMER STREET -- ID: 1014 PROJECT STATISTICAL REPORT BY TRADE

GC: FRED DEROMA & SON -- ID: 867

6/5/2019 12:42:45 PM
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Date Range: 01/01/2018 - 06/05/2019

BRJP Report #7

	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Empis	Resident	POC	Female
Mason								
Contractor: ARCHITECTURAL PAVING & S	100.0	0.0 0.0%	84.0 84.0%	0.0 0.0%	2	0	1	0
Trade Totals	100.0	0.0 0.0%	84.0 84.0%	0.0 0.0%	2	0	1	0

Mason Tender								
Contractor: ARCHITECTURAL PAVING & S	451.0	0.0 0.0%	286.0 63.4%	0.0 0.0%	2	0	1	0
Trade Totals	451.0	0.0 0.0%	286.0 63.4%	0.0 0.0%	2	0	1	0

Painter								
Contractor: MARKINGS INCORPORATED	13.5	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
Trade Totals	13.5	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0

Pipelayer								
Contractor: RUV CONSTRUCTION CORP	90.0	90.0 100.0%	90.0 100.0%	0.0 0.0%	1	1	1	0
Trade Totals	90.0	90.0 100.0%	90.0 100.0%	0.0 0.0%	1	1	1	0

PROJECT TOTALS	9,794.0	3,725.0 38.0%	3,690.0 37.7%	810.0 8.3%	62	19	17	3
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ARCHITECTURAL PAVING & STONE, INC.

402 LIBBEY PARKWAY
WEYMOUTH, MA 02189

Tel: (781) 337-2780

Fax: (781) 331-8784

e-mail: aps@apsboston.com

Rec'd
8/3/18

July 30, 2018

Boston Residents Jobs
Policy Program 43 Hawkins St
Boston, MA 02114

RE: City of Boston CIP 17-24
Summer St (project #10149)

Corrective Action Plan

- Continue to follow up with Local unions regarding unemployed Boston Residents and/or Females that may need employment.
- Continue to reach out to Boston Residents Job Policy Program in regards any individuals who may need work that have the right qualifications who are Boston Residents and/or Females.
- In the event of a needed hiring, we will use our sources to ensure Boston Residents and Females are looked upon for possibility of employment.
- If no hiring is needed, we will keep the contact information of such said individuals who are Boston residents and Females on hand for future possibilities.

✓
cc: Fred DeRoma & Son, Inc.
45 Grew Avenue
Boston, MA 02131



BRJP rec'd
8/10/18

125 Orleans Street
East Boston, Massachusetts 02128

TL: 617-567-2001
FX: 617-561-0854

www.massbayelectric.com

August 3, 2018

Mr. Daniel DeRoma
Fred DeRoma & Son, Inc.
45 Grew Avenue
Boston, MA 02131

RE: CIP 17-24 – Summer Street
Boston, MA

Dear Mr. DeRoma,

Per the Boston Employment Commission Project Review letter dated July 23, 2018, it has stated that Mass Bay Electrical Corp. (MBEC) has low performance levels in the following categories:

- 51% Resident
- 40% Minority
- 12% Female

Please note that a large portion of this project consists of installing traffic signals, which hasn't begun yet, and MBEC has performed minimal work to date. In the upcoming work, MBEC will make every effort to achieve the BRJP goals. Their participation will quickly reflect the required BRJP goals.

If you should have any questions or concerns, please feel free to contact me anytime at (617) 567-2001, ext 132 or via email at jeff.moretti@massbayelectric.com.

Thank you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jeffrey V. Moretti', written in a cursive style.

Jeffrey V. Moretti
Project Manager
MASS BAY ELECTRICAL CORP.

rec'd 8/14/18



M.O.N. LANDSCAPING, INC.

August 8, 2018

MON Landscaping Inc.
PO Box 70220
North Dartmouth, MA 02747

Re: City of Boston CIP 17-24

Summer Street

MON Landscaping Inc. will continue to work with the Local Unions in regards to employing Boston residents, minorities and females that may need employment throughout this projects duration. MON Landscaping has yet to be onsite for this project, but we will be sure to put our best efforts forward to obtain our goals as read in the contract.

If you need anything else please feel free to contact me by email at sue@monlandscaping.com

Sincerely,

A handwritten signature in cursive script that reads "Susana Medeiros".

Susana Medeiros

EEO Officer & Human Resource Manager

MON Landscaping Inc.



Claudette Austin <claudette.austin@boston.gov>

44817 Highway Reconstruction in Summer Street / BRJP

1 message

Claudette Austin <claudette.austin@boston.gov>
To: Kathy Yandle <kyandle@deromaconstruction.com>

Fri, May 24, 2019 at 7:25 AM

Good Morning Kathy,

The Boston Residents Jobs Policy Employment Standards are 51% Boston Residents, 40% People of Color, 12 Females. The attached Project Statistical Report for the project reference above show overall compliance performance at:

38% Boston Residents
38% People of Color
8% Women

We request documentation from the following subcontractors (on company letterhead) explaining 0% compliance in one or more areas. Letter must include specifics on union requests/referrals and provide documentation from the union as required, to support all outreach efforts.

1. Architectural Paving, 0% Boston Residents, 74% People of Color, 0% Female
2. Mass Bay Electric - 0% Boston Residents, 0% People of Color, 0% Females
3. Markings Inc - 0% Boston Residents, 0% People of Color, 0% Females

We are also requesting Boston Resident verification for:

Leo Finnegan, Agata Matel, Stephen Nilan and Mackendy Ulysse (employees of Mass Bay Electric)
Franklin Calderon (employee of RJV)

Note: Architectural Paving and Markings Inc's average submission time for their weekly reports is high at 14 days and should be reduces to the required 7 days.

Please provide the information requested above by Friday June 7, 2019. Thank you

--



Claudette Austin
BRJP Construction Monitor, Equity and Inclusion Unit
Mayor's Office of Economic Development
617-635-1449(w)

 **PWD #44817 HighwayReconSummerSt_05172019.pdf**
450K

PROJECT STATISTICAL REPORT

5/17/2019 2:59:39 PM

44817 HIGHWAY RECONST SUMMER STREET -- ID: 10149 Award Dept: PWD Const Cost: \$4,965,386.00 Neigh: SOUTH BOST

PAGE 1

GC: FRED DEROMA & SON -- ID: 867

Date Range: 01/01/2017 - 05/17/2019

Worked on Project

BRJJP Report #8

Company	Employee ID	Job Title	Start Date	End Date	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
ARCHITECTURAL PAVING & S	2543		09/23/2018	04/14/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
	15	Laborer			1,057.0	0.0 0.0%	828.0 78.3%	0.0 0.0%	6	0	4	0
	16	Mason			100.0	0.0 0.0%	84.0 84.0%	0.0 0.0%	2	0	1	0
	45	Mason Tender			451.0	0.0 0.0%	286.0 63.4%	0.0 0.0%	2	0	1	0
		Totals:			1,608.0	0.0 0.0%	1,198.0 74.5%	0.0 0.0%	10	0	6	0
FRED DEROMA & SON	867		06/02/2018	11/24/2018	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
	10	Equipment Operator			1,446.0	312.0 21.6%	0.0 0.0%	0.0 0.0%	4	2	0	0
	15	Laborer			5,272.0	3,104.0 58.9%	2,334.0 44.3%	722.0 13.7%	21	12	8	2
		Totals:			6,718.0	3,416.0 50.8%	2,334.0 34.7%	722.0 10.7%	25	14	8	2
MARKINGS INCORPORATED	9540		10/27/2018	11/03/2018	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
	19	Painter			13.5	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
		Totals:			13.5	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
MASS BAY ELECTRIC CORP.	7912		07/22/2018	04/21/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
	08	Electrician			639.0	219.0 34.3%	12.0 1.9%	88.0 13.8%	11	4	1	1
	10	Equipment Operator			8.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
	53	Groundman			70.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	3	0	0	0
	15	Laborer			56.0	0.0 0.0%	56.0 100.0%	0.0 0.0%	1	0	1	0
	50	Lineman			243.5	0.0 0.0%	0.0 0.0%	0.0 0.0%	4	0	0	0
		Totals:			1,016.5	219.0 21.5%	68.0 6.7%	88.0 8.7%	20	4	2	1

PROJECT STATISTICAL REPORT

5/17/2019 2:59:39 PM

44817 HIGHWAY RECONSTR SUMMER STREET -- ID: 10149 Award Dept: PWD Const Cost: \$4,965,386.00 Neigh: SOUTH BOST

PAGE 2

GC: FRED DEROMA & SON -- ID: 867

Date Range: 01/01/2017 - 05/17/2019

Worked on Project

BRJP Report #8

RJV CONSTRUCTION CORP		12689	04/07/2018 04/28/2018	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
10	Equipment Operator			206.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
15	Laborer			142.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
08	Pipelayer			90.0	90.0 100.0%	90.0 100.0%	0.0 0.0%	1	1	1	0
RJV CONSTRUCTION CORP Totals:				438.0	90.0 20.5%	90.0 20.5%	0.0 0.0%	5	1	1	0
Project Totals:				9,794.0	3,725.0 38.0%	3,690.0 37.7%	810.0 8.3%	119	37	33	6

CONTRACTOR STATISTICAL REPORT

Date Range: 01/01/2017 - 06/05/2019

6/5/2019 12:58:10 PM

Contractor: **FRED DEROMA & SON**

PAGE 1

Cont ID: 867

Worked on Project

BRJP Report #5

PROJECTS

Project ID	Description	Start Date	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
42131	REPAIRS SIDEWALKS IN BEACO	04/20/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
1E+0		05/11/2019	104.0	24.0 23.1%	0.0 0.0%	0.0 0.0%	2	1	0	0
	Equipment Operator									
	Laborer		537.0	297.0 55.3%	265.0 49.3%	16.0 3.0%	15	9	7	1
42131	REPAIRS SIDEWALKS IN BEACO	Totals:	641.0	321.0 50.1%	265.0 41.3%	16.0 2.5%	17	10	7	1
42150	REPAIRS TO SIDEWALKS IN ARE	05/21/2016	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
9891		06/03/2017	536.0	240.0 44.8%	0.0 0.0%	0.0 0.0%	5	2	0	0
	Equipment Operator									
	Laborer		1,467.0	723.0 49.3%	341.0 23.2%	126.0 8.6%	21	8	4	1
42150	REPAIRS TO SIDEWALKS IN ARE	Totals:	2,003.0	963.0 48.1%	341.0 17.0%	126.0 6.3%	26	10	4	1
42151	REPAIRS TO SIDEWALKS IN ARE	06/11/2016	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
9892		06/17/2017	102.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
	Equipment Operator									
	Laborer		719.0	439.0 61.1%	124.0 17.2%	51.0 7.1%	21	8	4	1
42151	REPAIRS TO SIDEWALKS IN ARE	Totals:	821.0	439.0 53.5%	124.0 15.1%	51.0 6.2%	23	8	4	1
43698	REPAIRS TO SIDEWALKS IN AR	06/10/2017	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
1E+0		06/30/2018	1,190.0	704.0 59.2%	0.0 0.0%	0.0 0.0%	6	2	0	0
	Equipment Operator									
	Laborer		4,599.0	2,673.0 58.1%	1,556.0 33.8%	457.0 9.9%	34	14	9	3
43698	REPAIRS TO SIDEWALKS IN AR	Totals:	5,789.0	3,377.0 58.3%	1,556.0 26.9%	457.0 7.9%	40	16	9	3
43699	REPAIRS TO SIDEWALKS IN AR	06/24/2017	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
1E+0		11/18/2017	720.0	160.0 22.2%	0.0 0.0%	0.0 0.0%	5	2	0	0
	Equipment Operator									
	Laborer		4,648.0	2,887.0 62.1%	1,461.0 31.4%	454.0 9.8%	28	12	7	2
43699	REPAIRS TO SIDEWALKS IN AR	Totals:	5,368.0	3,047.0 56.8%	1,461.0 27.2%	454.0 8.5%	33	14	7	2

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43778 CIP #17-31 HIGHWAY RECONST 1E+0	09/02/2017 09/15/2018	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Equipment Operator		875.0	374.0 42.7%	0.0 0.0%	0.0 0.0%	6	2	0	0
Laborer		3,753.0	2,074.0 55.3%	1,444.0 38.5%	203.0 5.4%	31	14	9	3
Totals:		4,628.0	2,448.0 52.9%	1,444.0 31.2%	203.0 4.4%	37	16	9	3
44817 HIGHWAY RECONST SUMMER S 1E+0	06/02/2018 11/24/2018	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Equipment Operator		1,446.0	312.0 21.6%	0.0 0.0%	0.0 0.0%	4	2	0	0
Laborer		5,272.0	3,104.0 58.9%	2,334.0 44.3%	722.0 13.7%	21	12	8	2
Totals:		6,718.0	3,416.0 50.8%	2,334.0 34.7%	722.0 10.7%	25	14	8	2
45955 WALKABLE STREET-ROXBURY N 1E+0	08/11/2018 05/11/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Equipment Operator		640.0	368.0 57.5%	0.0 0.0%	0.0 0.0%	3	1	0	0
Laborer		3,808.5	2,061.5 54.1%	1,741.0 45.7%	419.5 11.0%	24	11	9	1
Totals:		4,448.5	2,429.5 54.6%	1,741.0 39.1%	419.5 9.4%	27	12	9	1
46044 TRAFFICE SIGNAL INSTALLATIO 1E+0	11/03/2018 05/11/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Equipment Operator		304.0	80.0 26.3%	0.0 0.0%	0.0 0.0%	4	1	0	0
Laborer		1,273.0	806.0 63.3%	604.0 47.4%	90.0 7.1%	19	11	8	2
Totals:		1,577.0	886.0 56.2%	604.0 38.3%	90.0 5.7%	23	12	8	2
47978 SIDEWALK AREA III 1E+0	04/20/2019 04/20/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Equipment Operator		24.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
Laborer		143.0	83.0 58.0%	71.0 49.7%	8.0 5.6%	9	5	4	1
Totals:		167.0	83.0 49.7%	71.0 42.5%	8.0 4.8%	10	5	4	1

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Contractor Totals	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
FRED DEROMA & SON	Totals: 32,160.5	17,409.5 54.1%	9,941.0 30.9%	2,546.5 7.9%	261	117	69	17

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PROJECTS

PROJECTS	Start Date	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
22437 LIBERTY TREE PLAZA	08/19/2018								
1E+0	12/30/2018	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Laborer		393.0	0.0 0.0%	288.0 73.3%	0.0 0.0%	6	0	4	0
Mason		196.5	0.0 0.0%	8.0 4.1%	0.0 0.0%	2	0	1	0
Mason Tender		5.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
22437 LIBERTY TREE PLAZA		Totals:	0.0 0.0%	296.0 49.8%	0.0 0.0%	9	0	5	0
42624 WALKABLE STREET SIDEWALK	09/25/2016								
9969	07/23/2017	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Laborer		434.0	0.0 0.0%	334.0 77.0%	0.0 0.0%	5	0	4	0
Mason		185.0	0.0 0.0%	169.0 91.4%	0.0 0.0%	3	0	2	0
42624 WALKABLE STREET SIDEWALK		Totals:	0.0 0.0%	503.0 81.3%	0.0 0.0%	8	0	6	0
43640 REPAIRS TO SIDEWALKS IN AR	09/24/2017								
1E+0	05/13/2018	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Laborer		381.0	0.0 0.0%	279.0 73.2%	0.0 0.0%	5	0	4	0
Mason		232.0	0.0 0.0%	186.0 80.2%	0.0 0.0%	3	0	2	0
43640 REPAIRS TO SIDEWALKS IN AR		Totals:	0.0 0.0%	465.0 75.9%	0.0 0.0%	8	0	6	0
44772 SIDEWALK RECONSTRUCT. IN B	09/17/2017								
1E+0	05/06/2018	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Laborer		214.0	0.0 0.0%	170.0 79.4%	0.0 0.0%	5	0	4	0
Mason		104.0	0.0 0.0%	96.0 92.3%	0.0 0.0%	3	0	2	0
44772 SIDEWALK RECONSTRUCT. IN B		Totals:	0.0 0.0%	266.0 83.6%	0.0 0.0%	8	0	6	0

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PROJECTS

Project ID	Project Name	Start Date	End Date	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
44773	RECONSTRUCTION OF NORTH S	06/17/2018									
1E+0		05/12/2019		Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
	Laborer			1,711.5	0.0 0.0%	1,114.5 65.1%	0.0 0.0%	6	0	4	0
	Mason			960.5	0.0 0.0%	806.0 83.9%	0.0 0.0%	3	0	2	0
	Totals:			2,672.0	0.0 0.0%	1,920.5 71.9%	0.0 0.0%	9	0	6	0
44817	HIGHWAY RECONST SUMMER S	09/23/2018									
1E+0		04/14/2019		Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
	Laborer			1,057.0	0.0 0.0%	828.0 78.3%	0.0 0.0%	6	0	4	0
	Mason			100.0	0.0 0.0%	84.0 84.0%	0.0 0.0%	2	0	1	0
	Mason Tender			451.0	0.0 0.0%	286.0 63.4%	0.0 0.0%	2	0	1	0
	Totals:			1,608.0	0.0 0.0%	1,198.0 74.5%	0.0 0.0%	10	0	6	0
Contractor Totals				Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
ARCHITECTURAL PAVING & STON				6,424.5	0.0 0.0%	4,648.5 72.4%	0.0 0.0%	52	0	35	0

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PROJECTS	Worked on Project	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
22437 LIBERTY TREE PLAZA 1E+0	05/13/2018 02/10/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Electrician		83.0	34.0 41.0%	0.0 0.0%	0.0 0.0%	5	1	0	0
Lineman		42.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	3	0	0	0
Totals:		125.0	34.0 27.2%	0.0 0.0%	0.0 0.0%	8	1	0	0
24353 HAYDEN STREET STAIRWAY RE 1E+0	10/29/2017 10/29/2017	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Electrician		4.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
Lineman		16.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	3	0	0	0
Totals:		20.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	4	0	0	0
40091 HIGHWAY RECONSTR IN SEAVE 9691	01/18/2015 05/07/2017	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Electrician		55.0	1.0 1.8%	0.0 0.0%	0.0 0.0%	4	1	0	0
Lineman		8.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
Totals:		63.0	1.0 1.6%	0.0 0.0%	0.0 0.0%	6	1	0	0
40623 CIP FOR EAST BOSTON CENTRA 9739	08/02/2015 04/28/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Electrician		1,082.0	590.0 54.5%	134.0 12.4%	43.0 4.0%	14	6	1	1
Equipment Operator		21.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
Groundman		150.0	120.0 80.0%	0.0 0.0%	64.0 42.7%	4	2	0	1
Lineman		194.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	4	0	0	0
Totals:		1,447.0	710.0 49.1%	134.0 9.3%	107.0 7.4%	23	8	1	2

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40998	SIDEWALK NEIGHBORHOOD SA	08/09/2015	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
9783		10/08/2017	46.0	8.0 17.4%	0.0 0.0%	0.0 0.0%	4	1	0	0
	Electrician		46.0	8.0 17.4%	0.0 0.0%	0.0 0.0%	4	1	0	0
40998	SIDEWALK NEIGHBORHOOD SA	Totals:	46.0	8.0 17.4%	0.0 0.0%	0.0 0.0%	4	1	0	0
43016	IMPROVEMENTS TO MEDAL OF	05/28/2017	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
9973		05/28/2017	16.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
	Electrician		16.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
43016	IMPROVEMENTS TO MEDAL OF	Totals:	16.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
43166	HIGHWAY RECONSTRUCTION IN	02/19/2017	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
9996		04/14/2019	794.0	205.0 25.8%	64.0 8.1%	4.0 0.5%	17	5	2	1
	Electrician		794.0	205.0 25.8%	64.0 8.1%	4.0 0.5%	17	5	2	1
	Equipment Operator		53.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
	Groundman		212.5	130.5 61.4%	0.0 0.0%	89.0 41.9%	7	2	0	1
	Laborer		8.0	8.0 100.0%	8.0 100.0%	8.0 100.0%	1	1	1	1
	Lineman		339.5	0.0 0.0%	0.0 0.0%	0.0 0.0%	5	0	0	0
43166	HIGHWAY RECONSTRUCTION IN	Totals:	1,407.0	343.5 24.4%	72.0 5.1%	101.0 7.2%	31	8	3	3
43387	TRAFFIC SIGNAL INSTALLATION	03/12/2017	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
1E+0		05/12/2019	1,266.5	420.5 33.2%	27.5 2.2%	145.0 11.4%	13	7	2	1
	Electrician		1,266.5	420.5 33.2%	27.5 2.2%	145.0 11.4%	13	7	2	1
	Equipment Operator		95.5	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
	Groundman		119.0	64.0 53.8%	0.0 0.0%	64.0 53.8%	3	1	0	1
	Lineman		151.5	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
43387	TRAFFIC SIGNAL INSTALLATION	Totals:	1,632.5	484.5 29.7%	27.5 1.7%	209.0 12.8%	19	8	2	2

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PROJECTS	11/05/2017 11/05/2017	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
43707 MAJOR ROADWAY RECONSTRU 1E+0	11/05/2017	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Groundman		8.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
Lineman		4.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
Totals:		12.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
44817 HIGHWAY RECONST SUMMER S 1E+0	07/22/2018 04/21/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Electrician		639.0	219.0 34.3%	12.0 1.9%	88.0 13.8%	11	4	1	1
Equipment Operator		8.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
Groundman		70.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	3	0	0	0
Laborer		56.0	0.0 0.0%	56.0 100.0%	0.0 0.0%	1	0	1	0
Lineman		243.5	0.0 0.0%	0.0 0.0%	0.0 0.0%	4	0	0	0
Totals:		1,016.5	219.0 21.5%	68.0 6.7%	88.0 8.7%	20	4	2	1
44919 IMPROVEMENTS TO HARAMBEE 1E+0	03/25/2018 08/12/2018	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Electrician		119.0	38.0 31.9%	0.0 0.0%	0.0 0.0%	7	1	0	0
Groundman		22.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
Lineman		89.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	5	0	0	0
Totals:		230.0	38.0 16.5%	0.0 0.0%	0.0 0.0%	13	1	0	0

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PROJECTS

Project ID	Project Name	Start Date	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
45553	HIGHWAY RECONSTRUCTION Q	06/24/2018								
1E+0		05/19/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
	Electrician		721.0	309.0 42.9%	78.0 10.8%	80.0 11.1%	13	5	1	1
	Equipment Operator		8.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
	Groundman		132.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	4	0	0	0
	Laborer		182.0	84.0 46.2%	182.0 100.0%	84.0 46.2%	2	1	2	1
	Lineman		407.5	0.0 0.0%	0.0 0.0%	0.0 0.0%	6	0	0	0
	Totals:		1,450.5	393.0 27.1%	260.0 17.9%	164.0 11.3%	26	6	3	2
46044	TRAFFICE SIGNAL INSTALLATIO	11/11/2018								
1E+0		05/12/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
	Electrician		67.0	12.0 17.9%	0.0 0.0%	4.0 6.0%	4	2	0	1
	Groundman		64.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
	Lineman		36.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
	Totals:		167.0	12.0 7.2%	0.0 0.0%	4.0 2.4%	7	2	0	1
47819	IMPROVEMENTS TO RESEVATIO	04/28/2019								
1E+0		04/28/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
	Electrician		31.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	3	0	0	0
	Groundman		25.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
	Lineman		66.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	3	0	0	0
	Totals:		122.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	7	0	0	0

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PROJECTS

PROJECTS	Start Date	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
MUNICIPAL PARKING LOT & GROVE HA	07/23/2017								
1E+0	11/12/2017								
Electrician		20.0	8.0 40.0%	0.0 0.0%	0.0 0.0%	3	1	0	0
Groundman		32.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
Lineman		26.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
MUNICIPAL PARKING LOT & GROVE HA	Totals:	78.0	8.0 10.3%	0.0 0.0%	0.0 0.0%	7	1	0	0
Contractor Totals									
MASS BAY ELECTRIC CORP.	Totals:	Total Hours 7,832.5	Resident Hrs / % 2,251.0 28.7%	POC Hrs / % 561.5 7.2%	Female Hrs / % 673.0 8.6%	Emps. 179	Res. 41	POC 11	Fem. 11

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Contractor: **MARKINGS INCORPORATED**

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41426 CONGRESS ST & SLEEPER ST IN 9807	11/15/2015 10/23/2016	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Painter		3.5	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
41426 CONGRESS ST & SLEEPER ST IN	Totals:	3.5	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
42077 CIP#15-92 RIGHT LANE CLOSUR 9877	03/06/2016 03/13/2016	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Painter		6.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
42077 CIP#15-92 RIGHT LANE CLOSUR	Totals:	6.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
42762 PAVEMENT PRESERVATION 9933	10/02/2016 10/09/2016	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Painter		16.5	0.0 0.0%	11.0 66.7%	0.0 0.0%	2	0	1	0
42762 PAVEMENT PRESERVATION	Totals:	16.5	0.0 0.0%	11.0 66.7%	0.0 0.0%	2	0	1	0
43778 CIP #17-31 HIGHWAY RECONST 1E+0	11/03/2018 11/03/2018	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Painter		7.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
43778 CIP #17-31 HIGHWAY RECONST	Totals:	7.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
43862 ASPHALT RESURFACING IN ARE 1E+0	05/26/2018 01/03/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Painter		76.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	6	0	0	0
43862 ASPHALT RESURFACING IN ARE	Totals:	76.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	6	0	0	0
44817 HIGHWAY RECONST SUMMER S 1E+0	10/27/2018 11/03/2018	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Painter		13.5	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0
44817 HIGHWAY RECONST SUMMER S	Totals:	13.5	0.0 0.0%	0.0 0.0%	0.0 0.0%	2	0	0	0

CONTRACTOR STATISTICAL REPORT

Date Range: 01/01/2015 - 06/05/2019

6/5/2019 1:00:35 PM

Contractor: **MARKINGS INCORPORATED**

PAGE 2

Cont ID: 9540

Worked on Project

BRJP Report #5

PROJECTS

Contractor Totals	Totals:	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
MARKINGS INCORPORATED		122.5	0.0 0.0%	11.0 9.0%	0.0 0.0%	15	0	1	0

BRJP Compliance Determination Rubric

Compliance Effort	Procedures	Documentation	Action Steps	One - Time Fine
<input type="checkbox"/> Pre-Construction Meetings	Pre-construction meetings are to be held with all subcontractors at least 2 weeks before contractor starts – including 2 nd and 3 rd tier contractors. BA's and/or community referral agencies invited. GC identify designated compliance officer	<input type="checkbox"/> Pre-construction package <input type="checkbox"/> Start/end date <input type="checkbox"/> Number of workers <input type="checkbox"/> Trades employed <input type="checkbox"/> Union/Non-union <input type="checkbox"/> List of union contacts <input type="checkbox"/> Make up of crews <input type="checkbox"/> BR/POC/Fem <input type="checkbox"/> Construction schedule/list of contractors	Subcontractors attend meeting prepared to discuss make-up of crews in accordance with BRJP goals and makes necessary outreach to ensure compliance first day on job-site. Review history of potential subcontractors	GC will be fined \$300 for each subcontractor that fails to attend and/or starts work without attending a meeting - compliance monitor will reschedule meeting ASAP
<input type="checkbox"/> Corrective Action Meeting Attendance	Subcontractors must attend corrective action meeting upon request by City monitor. BA's/community referral agencies invited.	<input type="checkbox"/> Current stats <input type="checkbox"/> Contractor BRJP History <input type="checkbox"/> Scope of work remaining <input type="checkbox"/> Documentation of efforts made	Dev/GC ensures that said contractor is taking proper steps to achieve compliance before corrective action meeting – contractors arrives at meeting efforts to comply thus far and a compliance plan moving forward	GC will be fined \$300 for each contractor that does not attend - compliance monitor will reschedule meeting ASAP
<input type="checkbox"/> Boston Employment Commission Meeting Attendance	Developer/GC and subcontractors must attend BEC meeting upon request by BRJP Office	<input type="checkbox"/> Monitor prepares report current percentages – top 5 trades and contractors <input type="checkbox"/> Construction schedule <input type="checkbox"/> List of subcontractors <input type="checkbox"/> Issues highlights <input type="checkbox"/> Documented efforts <input type="checkbox"/> Recommendations	Developer/GC arrives at meeting prepared to address deficiencies, identify obstacles/barriers (if any) – shows outreach efforts thus far and provides a plan to comply	Developer will be fined \$300 dollars for non-attendance when requested and for non-attendance by GC and/or subcontractors when requested

BRJP Compliance Determination Rubric

Compliance Effort	Procedures	Documentation	Action Steps	Cumulative Fine
<input type="checkbox"/> Weekly Payroll Submissions	All subcontractors must submit weekly payrolls within 7 business days of week ending date. Weekly stats submitted to Dev/GC.	<input type="checkbox"/> GC submits collects/reviews payrolls from all subcontractors <input type="checkbox"/> GC submits payrolls to assign BRJP data entry and monitor	GC ensures that each contractor designates a compliance officer and said compliance officer is proficient in submitting weekly payrolls efficiently and on time - monitors each contractor's workforce for BRJP goals	GC will be fined \$300 a day for each late payroll - payrolls are considered late after 7 business days of week ending date - this will not include the first week of work
<input type="checkbox"/> Confirming Workforce Projections & Requests	Subcontractor provides quarterly projections and workforce request forms prior to work start. Sub-contractor identifies crew expansion dates at pre-con mtg & expected workforce request dates. Sub shows dated correspondence confirming workforce requests to union/referral agency and dated response within 7 business days of monitor request	<input type="checkbox"/> Subcontractors must submit required dated documentation including union letters, quarterly workforce projections, workforce request forms, confirmation from Jobs Bank	GC must ensure that subcontractor has submitted said documentation and valid efforts were made to employ in necessary categories	Non-compliance will result in corrective action meeting – violation needs to be corrected within 7 business days – Failure to correct will result in a \$300 per day fine retroactively to meeting date assessed to GC
<input type="checkbox"/> Jobs Bank Referrals	All workers seeking employment on job-site must be documented by GC and submit to subcontractors and BRJP Jobs Bank. GC sends follow-up letter to applicants with status of application	<input type="checkbox"/> Copy of application of job seeker – spreadsheet of all workers seeking employment on job site	GC must send applications of job seekers to all subcontractors and provide outcome results – contractors that are non-compliant should be encouraged to interview prospective candidates	Non-compliance will result in corrective action meeting – violation needs to be corrected within 10 business days – Failure to correct will result in a \$300 per day fine retroactively to meeting date assessed to GC
<input type="checkbox"/> Boston resident verification	All Boston residents must be verified within first week of employment on job-site	<input type="checkbox"/> GC must collect proof of residence from all workers with a Boston address – copy of valid driver's license or utility bill	GC must continue to pursue proof of address – workers that cannot verify Boston resident hours will be subject to removal	90% verification rate is expected. Non-compliance will result in corrective action meeting – violation needs to be corrected within 10 business days – Failure to correct will result in a \$300 per day fine retroactively to meeting date and assessed to GC - and all unverified Boston hours removed