

Boston Employment Commission

Regular Meeting Minutes

A regular meeting of the Boston Employment Commission (**BEC**) was held on Wednesday, June 20, 2018 at 1 City Hall Plaza, Conference Room 801, Boston, MA 02201.

Commissioners Present:

Chair, Commissioner Travis Watson, Commissioner Mark Fortune, Commissioner Charles Cofield, Commissioner Jorge Martinez, Deborah Wright and Commissioner John Redd.

Meeting Begins: 3:00 PM

I. MEETING MINUTES

Commissioner Watson called the meeting to order. **The May 16, 2018 minutes were accepted and approved.**

II. SPECIAL PRESENTATIONS

A. 206 West Broadway

Duration: 08 mins.

Present: Tom Pagos (Waypoint Companies), Donna Brown (South Boston NDC), Robert Woodson (BRJP Monitor)

Project Overview

Project is located at 206-212 West Broadway Street, South Boston MA, 02127 and consists of the construction of a 13,000 square foot mixed-use building with approx. 1,000 square feet of ground floor commercial space and 16 income restricted residential rental units. The community wanted 100% Affordable Housing with a café. This was a rear opportunity for SBND. There is no parking and because the site is so close to the Red Line and MBTA bus route, a discount will be offered for MBTA bus passes as well as bike racks. **Commissioner Watson** asked if Waypoint and subcontractors were familiar with BRJP goals. **Tom Pagos** replied, yes, and that some crews are 2 guys and have made big push with best faith efforts and will continue. **Commissioner Watson** asked Robert about the status of Pre-Con meetings with subcontractors. **Robert** stated he will be reaching out to GC to schedule. **Commissioner Fortune** asked about subcontractor buyout. Tom read from a list and noted this is only 40% of buyout (BEC Coordinator will request copy of list). Tom mentioned North Atlantic was on site, but ended yesterday. **Commissioner Cofield** states North Atlantic will not meet BRJP goals, and asked how Waypoint will address this. **Tom** expressed that he would hire laborers and if North Atlantic didn't do good on this project, they won't use them on next project. **Commissioner Cofield** stressed this is trade by trade not just laborers and it's important to figure out how to do it right. Tom, replied, understood.

Commissioner's Request:

7/01/18 – 9/30/18 Workforce Projections for all contractors coming on, including North Atlantic.
Copy of Buyout list

B. Fenway Center

Duration: 13 mins.

Present: John Rosenthal (Meredith Management), Kevin Daly (KPD Advisors), Karen Blessington (JMA), Kate Blessington (JMA), Manuel Barbosa (BRJP Monitor)

Project Overview:

Fenway Center buildings 1 and 2 are designed as a single building, built over a common podium with two (2) levels of subgrade parking and one (1) level of retail/ loading dock area. The site is bounded by Beacon Street, Maitland Street, David Ortiz Way and the Yawkey MBTA station. The project contains approximately 339,000 square ft. of retail and living units and features: 312 apartments, 37,000 square feet of ground floor retail, 200 underground parking spaces, 12,000 square feet of air-rights deck and landscaped pedestrian walkways. Building 1 will be completed in 18 months (Fall of 2019), Building 2 will be completed in 24 months (Winter of 2020). Current work include demo/site work w/Derenzo and slurry wall with Treviicos. **Commissioner Watson** asked GC if there is anything the Commission should be aware of. **Kate** stated that the project is in early stage, **75% of contracts have been awarded and will submit that information to the BEC**. **Commissioner Fortune** expressed congratulations for JMA as being a great contractor who knows how to get it done. He noted that the goal is giving careers not jobs. Work ramping up include slurry wall now, excavation next month or so, steel/December 2018. John Rosenthal states this is 2 of 5 phases with support from BPDA/Governor/Mayor/Mass Dot. **Commissioner Cofield** expressed need to have conversation with Derenzo and Treviicos on numbers and bringing new people on. **Kate** stated that Treviicos did reach out to union. **Karen** said they do withhold payment if numbers aren't being met. They expect best faith efforts paperwork – and added, they are starting out strong on this project.

Commissioner's request:

BRJP monitor at earliest convenience schedule a conversation with Treviicos to discuss their approach. Commissioner Watson would like to be invited.

III. PROJECT REVIEWS

A. Callendar & Tucker Street NHI

Duration: 17 mins.

Present: Jim Gribaudo (CFHM Properties, LLC), John Feuerbach (DND), Robert Woodson (BRJP Monitor)

Project Overview:

Current overall #s – 628 workhours, 26%BR, 26%POC, 0%F

Jim: Please note that Hayward Baker is not one of my subcontractors. BRJP will look into and correct as needed. **Commissioner Watson** asked if there is only 1 Boston Resident on project, Jim replied, yes. **Commissioner Watson** expressed concern that there's been no Pre-Con Meetings and asked what the plan was to address that. **Jim** stated they don't have one scheduled at this time. **Robert** explained that there's been several correspondence regarding scheduling Pre-Con Meetings and has even offered to go on site (*when it was brought to his attention that it's a challenge to meet at 26 Court Street*), but had not received a response. **Jim** stated that his communication has been with John Feuerbach, DND and Chris Brown, BRJP Manager. **Commissioner Watson** asked when a meeting could be scheduled. **Jim** stated with such small contractors, he can't guarantee they're going to show up. **Commissioner Watson** stated that he understood the complexities. **Jim** said he was ready to do a meeting anytime. **Commissioner Watson** explained that this project is under the New Ordinance and one of the 7 compliance efforts being enforced is attending Pre-Con Meetings and that one of the important pieces of Pre-Con Meeting is to introduce to Jobs Bank. **Commissioner Watson** emphasized that the contractors chose to sign a contract with the City of Boston and it's not asking too much to get a meeting. He further stated that he is here as Chairman/Commissioner on behalf of the Mayor's amended Ordinance. Nobody wants to ever sanction a project. The request isn't overbearing. **John Feuerbach** (DND) stated he will commit to re-doubling his efforts to make sure a meeting takes place. **Commissioner Fortune** asked for clarification on Rico Ferrara. **Response**, he's an Operator out of Stoughton. Is V&A Construction Local? **Response**, No. Steve Mitchell Construction, owner (Steve Mitchell) is a Boston Resident doing all 4 houses. Other awards include Sub Zero, 1st Chance Electric, Jimmy's Plumbing, 3D Framing, all are aware of BRJP Policy. **Commissioner Watson:** This is extremely disappointing. I just took 15 mins to get you to commit to a Pre-Con Meeting for your subcontractors. Not a good use of time. **Robert**, respectfully, that's been my struggle the last two months. **Commissioner Martinez** we look forward to getting workforce projections. **Jim**, not a problem at all.

Commissioner's Request: Workforce projections for 7/01/18 – 9/30/18.

B. Boston Children's Hospital Clinical Bldg.

Duration: 20 mins.

Present: Anne McDonough (Boston Childrens), Brooke Woodson (Suffolk), Margarita Polanco (Suffolk), Jason Lansberry (Suffolk), Pamela Ruffo (BRJP Monitor)

Commissioner Redd disclosed his family relationship with Brooke Woodson.

Project Overview:

Current overall #: 78,937 workhours, 21%BR, 30%POC, and 3% F

Pam made recommendation to Suffolk to request report from BRJP to get on top of verification. There have been some increases but need to improve Boston Residents. Waiting for carpenters to ramp up to see potential increase in female participation. Liberty Construction's inconsistency with payroll submission is frustrating. JF White as well. S&F needs to come on strong - next to come on site needs to be working more diligently (Regis did an outstanding job). In process of scheduling Corrective Action Meeting with JF White, Liberty Construction and American Plumbing. **Commissioner Watson** proposed to Pam that in light of his meeting/conversation recently with Local 4, he realizes they are completely stretched, but will leave it up to Pam in regards to calling JF White in for a Corrective Action Meeting. **Pam** stated that her reason for bringing JF White in is in relation to sub-tiering. Commissioner Watson would like to attend meeting with Liberty to get a sense of how they're operating. **Commissioner Watson:** Were they telling you they don't have workers? **Pam:** Had conversation with Liberty on May 2, at the time, they were not hiring. **Commissioner Cofield:** Liberty is never in a position to bring people on. Liberty is Suffolk, how does Suffolk plan to address this? **Brooke:** I had a conversation with Liberty - they are going to hire a compliance officer. Unforeseen conditions at hospital created a problem, subsequently resulted in poor numbers. **Commissioner Cofield:** Work created due to "unforeseen conditions" could have made numbers, they didn't. **Brooke:** People have to be credentialed. **Commissioner Watson:** Need deeper conversation with Liberty. Liberty needs to start building core crew. It's about training and retaining workers. Recommend doubling the meetings and have Corrective Action with S&F, American Plumbing and JF White and separate meeting with Liberty.

Public Comment: Barry Keady/BA (Local 12 Plumbers) stated they have a Boston Resident female available today.

Commissioners Request: Corrective Action Meeting with American Plumbing, JF White, S & F and Liberty Construction.

C. Pipefitters Association Local 537 Training and Office Facility

Duration: 15 mins.

Present: Brian Kelly (Pipefitters Local 537), Karen Blessington (JMA), SD (JMA), Stacey Watson (BPDA Monitor)

Project Overview:

Current overall #: 28,326 workhours, 32%BR, 31%POC, and 5% F

Commissioner Watson asked for confirmation that this is a joint venture with Janey Construction. Response, yes. **Commissioner Watson** stated the positives 92% Boston residents verified, 7 day payroll submission, 17% Females for Aldon Electric, and applauded 30 laborers trade at 62% Boston residents. **Brian** added he was proud to say JMA awarded 11 WBE/MBE contractors. **Commissioner Cofield** – New England Regional Council of Carpenters (NERCC) has people available to address shortfalls - we have an eligible crew list of over 80, just need opportunities. Got to train and give access to opportunity, it's why we're here. **Karen** commented that we can always do better and things are a little different under the new Ordinance and JMA has made a lot of changes to their contracts. TG Gallagher hired a graduate from Building Pathways, JMA is promoting job opportunity advertisement for females, and we expect the numbers for drywall will increase. **Commissioner Watson** concurred with the monitor's recommendations and encouraged JMA to keep up best faith efforts. **Karen** mentioned a Corrective Action meeting is being held with Aldon next week and no checks are released unless they have paperwork. **Brian** stated that an additional 4 Building Pathway apprentices were put on this project and the construction team is making necessary strides to meet BRJP goals.

D. 7057 Access & Life Improvements @ Henderson School

Duration: 14 mins.

Present: Mary Silveria (Public Facilities), Gianluca Morel (WCI Corp), George Laws (Carlylse Engineering), John Lievi (Lynnwell Assoc. Inc.), Cathy Andrade (CM HVAC & Construction), Joaquin Robers (PJ Kennedy), Claudette Austin (BRJP Monitor)

Project Overview:

Current overall #: 4,340 workhours, 50%BR, 34%POC, and 1%F

Claudette states at the time the report was written there were 7 of 16 Boston residents verified. Today there are only 5 *unverified*. **Commissioner Watson** mention (PGTI) women's resource group to reach out to for help with female participation. **John Levi** stated they have a woman coming on 1st week in July. **Commissioner Watson** asked what their challenges were. **Reply** - loss a couple of women in their workforce. PJ Kennedy states they have 1 foreman who is a plumber - plumbing close to 80% complete. Pipefitters (CAM HVAC) started a week ago. Not all File sub trades have mobilized, but expect big push during summer months (when school closes) that will accrue a lot of man hours. **Cathy** stated as a result of a corrective action meeting on BFD Engine #50 (another BRJP monitored project) CAM just hired Christian Garcia through Greg Mumford/Youthbuild Boston. Commission asked if GC had challenge with file subs? WCI replied, every file sub we've worked with in the past has not been a problem. **Commissioner Fortune** requested confirmation on total work hours and percentage completed. **John**, project currently at 50% complete, overall it's a 9 month duration with mid-September completion time-frame. **Commissioner Watson** concurred with monitors recommendations.

E. South Bay Phase II

Duration: 20 mins.

Present: Zack Skarzynski (Pritzker Realty Group), Bill Terrell (Lee Kennedy Construction), Adriane Pina (Lee Kennedy Construction), Manuel Barbosa (BRJP Monitor)

Project Overview:

Current overall #: 245,200 workhours, 23%BR, 26%POC, and 2% F

Manny handed out packet of best faith efforts documentation to Commissioners. **Commissioner Watson** asked Manny to give an overall summary of the packet. **Adriane** requested Corrective Action Meeting for Tara Construction given concerns that they are a no show at meetings that they confirmed they would attend. **Commissioner Cofield** stated that Tara typically reaches out to Local 723 (Carpenters). **Adriane** expressed that she has addressed with her boss the attitude of some of the subs and the need to get them to transition to the new Ordinance. Shortfalls should be addressed in quarterly projections. The documentation is not there. MacDonald Electric is added to the Corrective Action. Need leverage to withhold payment. **Commissioner Watson** comments to Adriane that it's been very clear her approach does not lack effort. New England Framers 32%BR, 77%POC, 5%F since last week. 68%, 50%, 8%. Focusing on Finishers. **Commissioner Watson** asked if a conversation needs to be had with Iron Workers. **Manny** stated he gets letters from Iron Workers and that more effort could be given to this. Lund Rebar .8%F dragged overall numbers down and are 95% complete.

Public Comment: Vincent Coyle/BA (Local 7 Iron Workers) stated he never got a call or a letter on this project and they have available people. He states this is all new to him and feels the GC should follow-up if subcontractor is saying they are reaching out to the hall. **Commissioner Fortune** stated that some subs unfortunately may not be honest. **Commissioner Watson** asked if there was any substantial work remaining on this project. The reply was, yes. **Commissioner Watson** stated he hoped connection could be made with Local 7. **Vincent Coyle** stated you have to be certified. **Commissioner Watson** concurred with monitors recommendations.

Commissioners Request: Would like to see results of Corrective Action Meeting with Tara Construction regarding low Boston residents and Female and MacDonald Electric regarding low Boston residents.

Public Comment: Chuck Turner (Boston Jobs Coalition)

Duration: 10 mins.

Chuck Turner commented that the BEC Report was comprehensive, however in regards to the new Ordinance he would like to see the BRJP Compliance Determination (for the 7 compliance efforts) rubric as part of the packet. **Commissioner Watson** asked Mr. Turner to clarify his ask. **Mr. Turner** referred to the Project review of Callendar and Tucker Streets NHI and stated that it appeared there should be sanctioning of this project as it seemed they were not meeting the rubric, and asked if there should be a sanction recommended. **Commissioner Watson** questioned how long of time period people have to go to Pre-Con before a sanction would be warranted. **Karilyn** commented that Pre-Con Meetings are on-going and that there is internal discussion regarding this and BRJP is watching and noted that Mr. Turner's question is timely. **Mr. Turner** asked if it's possible to get an answer. **Karilyn** stated BRJP will follow-up with monitor (Robert Woodson). **Commissioner Watson** re-emphasized that he will follow-up with Robert regarding Callendar & Tucker Streets NHI. **Mr. Turner** asked whether new Ordinance can be applied to projects already in process and if a discussion could be had before Director Crockett leaves. He stated the Boston Jobs Coalition has raised questions and is concerned that so many projects moving through under old Ordinance, particularly around late payroll. **Commissioner Martinez** asked Director Crockett if the purpose of the Pre-Con Meetings were to provide the framework for BRJP goals and doing the contractors a favor by going over the compliances with them. **Karilyn** commented that for some of the subs an awareness would have already been given in prior meetings as there is a degree of repetition. **Commissioner Martinez** commented regarding the internal discussion on sanctions, while there's a process in place, we have not lit that fire yet and noted that Mr. Turner's brought up some good points. He further asked if the process is for the BRJP staff to make sanction recommendations to the Commission. The reply was, yes. **Karilyn** noted that it is doable to add the compliance rubric to packet. **Commissioner Wright** commented that another good thing about having a rubric is it helps with consistency; however, she agreed that there needs to be some way to consolidate. **Commissioner Watson** agreed that bringing the rubric forward in a more public manner helps with transparency.

IV. DIRECTOR'S REPORT:

Duration: 10 mins.

Having grown up in Boston, Karilyn expressed appreciation for the opportunity she has had in 4 years to serve as the Director and the honor for her to be a part of influencing the City of Boston's focus on the disparities of People of Color and Women and the lack of inclusivity of the residents who live in Boston to be a part of the economic opportunities. While this is her last BEC meeting sitting at the table, she will continue to be involved/engaged and will be here in the audience at the July BEC Meeting.

Director's report accepted and approved.

Meeting adjourned at 5:20pm.