

# Boston Employment Commission Hearing Minutes

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A monthly hearing of the Boston Employment Commission (**BEC**) was held virtually on Zoom, April 16, 2025.

**Present:** Commissioners JoCole Burton, Travis Watson, Donald Alexis, Chaton Green and Darrin Howell

**Hearing Began:** 1:05 PM

**March 19, 2025 minutes approved (Commissioner Howell moved, Commissioner Watson 2nd and approved)**

## ANNOUNCEMENTS

**Duration:** 4 mins.

**Jodi Sugerman-Brozan (Deputy Chief, Office of Worker Empowerment):** Applications for summer jobs are now open! Youth Job Fair on May 10th, 11:00-3:00 at the Reggie Lewis Center - futureBOS has thousands of opportunities for youth ages 14 - 18 and young adults ages 19 - 24 living in Boston [boston.gov/futurebos](https://boston.gov/futurebos). Employer partnerships are welcomed To register as a resource/employer table at the job fair on May 10: <https://forms.gle/BeaW5hwHYqyJ4c1w7>. Workers Rights Webinars: Youth workers, Immigrant workers, and Domestic workers. In-Person clinic on May 13th. Free OSHA 10 AND OSHA 30 May and June - 2 more OSHA 30 thru June 30th. Additional opportunities will be presented in August ([boston.gov/labor.policy](https://boston.gov/labor.policy)).

## Annual (2024) BRJP Compliance Impact Analysis / BPDA Research Dept.

**Duration:** 43 mins

- **Guest Speaker, Michael Endale** - This presentation explores what full compliance with the Boston Residents Jobs Policy (BRJP) could mean as it relates to job opportunities and Boston's economy for Boston residents. This applies to all public and private projects over 50,000 sq ft (*BRJP workhour requirements per trade - 51%BR, 40%POC, 12%W*). Despite strong policy, Boston residents are missing out (\$174 Million). In 2024, only 21% of hours worked by Boston residents (vs. 51% target). No trade with >1,000 hours met the 51% target. Even though the percentage goal of 40% for people of color is often met, there's lower representation in highest-paying trades - people of color and women are also underrepresented. In conclusion, Boston residents are missing out on significant opportunities. Meeting BRJP goals helps everyone in Boston prosper: Increase wages, create jobs and strengthen Boston's economy (*a detailed breakdown of the financial gap was presented*).

**Jodi:** I will make sure this analysis is added to our website, and we can certainly add this information to the pre-construction packet as a starting place. Michael will also be presenting at the City Council meeting on Friday.

**Commissioner Burton:** Commissioner Watson prompted the ask for this research and Michael you have presented to us over two years now. Thank you for the concise and detailed presentation of data that covers 2022 - 2024. **Commissioner Watson:** Michael, thank you for the approachable process of data you presented. This goes beyond anecdotal information or comments. It's shocking, disturbing and

unacceptable and is a call to action for everyone who's doing programming as it relates to building the construction workforce pipeline to go back to the drawing board. **Commissioner Alexis:** is there a way to publish this data so that people (*developers, gc's subcontractors, etc.*) can be aware? **Commissioner Burton:** It's no surprise the numbers are what they are. I agree with Commissioner Alexis, how do we best utilize this information and what are the ways to matriculate this presentation to contractors and trade partners (*asking the BRJP staff to explore a working session*). To be missing out on \$174 Million of income for Boston residents is shocking! The Commission would like to follow-up on this presentation.

## SPECIAL PRESENTATIONS

### Mary Ellen McCormack Redevelopment (Non-Union)

Duration: 10 mins.

**Present:** Dylan Heinricher (Lee Kennedy Company), Sandy Paben (Renaissance Group), Andrew Colbert and Chance Brady (Winn Company), Derrick Chery and Ellen Dushane (HJ Russell), and Patricia Maraglioli (BRJP Construction Monitor)

**Dylan Heinricher (Lee Kennedy Company):** This is a joint venture between Lee Kennedy and HJ Russell. The Mary Ellen McCormack redevelopment is located in South Boston at 10 Kemp St. The Project comprises 1,365 units of new mixed-income housing (572 of which will be affordable replacement units), 69,000 square feet of community and retail space, 2.3 acres of open space, and approximately 520 parking spaces. **Construction Schedule:** Completion 10/2026;

Construction Buyout (60% bought out); Current awarded trades (26.4% MBE, 15.9%WBE). Job Application Process - tracked by Renaissance Group - QR Code provided for walk on applications, posted on jobsite gates, distributed to local organizations and included on community outreach event flyers.

**Commissioner Burton:** While the BEC has no oversight on M/WBE participation, we do find that there is a direct correlation to higher participation of Boston residents, People of color and women. Because this is a joint venture between Lee Kennedy and HJ Russell, how is the workforce development aspect working and how many walk-on applicants since mobilizing December of last year? **Dylan:** While we have done outreach and people have engaged in coming to the site, not much movement as it relates to job applications.

**Sandy Paben (Renaissance Group):** This is a union project and we have tried to strategize through OSHA 10 training to connect people to apprenticeship programs.

**Commissioner Burton:** Is this Section 3 eligible? **Sandy:** Yes, but that's complex as it relates to good paying union jobs and section 3 income restrictions. However, 2025 income guidelines have provided more options for Section 3 (*referenced apprenticeship program approach*). **Commissioner Burton:** Is this a stick frame building?

**Dylan:** Yes. ( *1 level steel w/concrete podium and 5 stories stick build*) **Commissioner Burton:** Looking for you to do well in the area of the carpenters trade as this is HJ Russell's specialty. **Andrew "Drew" Colbert (Winn Development):** Want to highlight longterm investments this project is making to meet/grow

Boston residents opportunities as it relates to this project and the pipeline of projects.. Building A is the first of sixteen buildings in this redevelopment. Winn is making significant contributions to the Building Pathways program to support the creation of apprentices in jobs for Boston residents. We've partnered with the Emerald Cities Collaborative in supporting minority and small businesses in becoming certified subcontractors. Lastly, we committed to establishing a daycare fund - a unique partnership with the Boston Housing Authority to address those challenges. **Commissioner Burton:** We appreciate the participation of the developer and find that projects have a higher participation when developer/owner is involved. **Commissioner Watson:** Affordable housing is much needed in the city of Boston and

affordable housing of this size is good to see. Also, commend this joint venture (*JV is a best practice*). What's the impact, if any, has tariffs played in this project for supplies? **Chance Brady (Winn Development):** We had the benefit of timing and bought out early on. So not impacted to date. **Dylan:**

Steel and large equipment was bought-out early out of state. Lumber is in local Massachusetts yards and was secured before the tariffs. We don't know what future buy out will look like (*it's uncertain*).

**Present:** Lisa Schwab (City of Boston, PFD), George Wattendorf (GVW Inc.), Tim Costin (GVW Inc.), Niall Murphy (City of Boston PFD) and (Christopher Brown (BRJP Manager)

**George Wattendorf (GVW Inc.):** Project about 55% complete (*final completion, 10/15/2025*) - **File sub-bid:** V&G - Misc. Metals; DePaoli Mosaic - Terrazzo; H. Carr & Sons - Acoustical Ceilings; Dandis Contracting - Painting; JRJ Construction - Plaster; Gibson Roofs - Roofing; Johnson Controls - Fire Protection; PJ Kennedy & Sons - Plumbing; CAM HVAC - HVAC; Lynnwell Associates - Electrical. **Non file sub-bid** - Karma Environmental - Demo & Abatement; Silverback Construction; Concrete, Foundation & Slabs; Helical - Piles; Arello / Hydrograss - Landscaping; Novel Iron Works - Structural Steel; Stanley Elevator - Elevator; Walker Specialties - Blinds; Galway Construction - Utilities; Middlesex Commercial Sales - Doors & Hardware; Universal Fence - Fencing. (*many on the call today*). **Workforce Diversity Efforts/Community Partners:** GVW is signatory to Laborers Local #22, Carpenters Local #328 and Masons Local #3. When work dictates that we need to supplement our crew, we request personnel from the trade hall. When doing so we typically request Boston Residents, Women and/or People of Color. **Job Application Process:** Given that GVW Inc is signatory to the Laborers, Carpenters and Masons Unions, we refer anyone interested in employment to the respective unions. There are some non-union subcontractors and we refer potential applicants accordingly. **As a note of best faith efforts, there's a list of M/WBE Contractors (BRJP/BEC does not have oversight on M/WBE Contractors)** WBE Karma Environmental - Demo & Abatement; WBE Dandis Contracting - Painting; WBE Rebars & Mesh - Masonry & Concrete, Reinforcing Supplier; MBE Middlesex Commercial Sales - Furnish & Install Doors and Hardware; WBE DePaoli Mosaic Co - Terrazzo and WBE Novel Iron - Structural Steel. **Commissioner Burton:** This is a unique project in that it's open shop and has an advantage of blended workforce opportunities through union and non-union shops. Please make sure the file sub-bid contractors are aware of the BRJP ordinance requirements. **George:** Many are on the call and Tim sends out a weekly reminder of the BRJP ordinance goals. **Commissioner Burton:** Glad to hear they are on the call and can hear for themselves that you're not asking them for things that aren't true. **Commissioner Watson:** The report states that corrective action letters are attached, but I don't believe we received them. **Kim Odom (BEC Coordinator):** The letters are pending. **Commissioner Watson:** Please forward when you receive. Can anyone from the team speak to Silverback Construction and Cam HVAC's abysmal low resident and women participation numbers? George expressed that they will address this with those subcontractors. Commissioner Watson asked if this was a file sub-bid and the answer was yes. He stated that that gave some context to the challenge GVW, Inc. has with a lowest bid setup and hoped for improvements on this project.

## PROJECT REVIEWS

**Present:** Lisa Schwab (City of Boston, PFD), George Wattendorf (GVW Inc.), Tim Costin (GVW Inc.), Niall Murphy (City of Boston PFD) and (Christopher Brown (BRJP Manager)

**Overall Numerical Compliance:** 24,093 workhours, 199 workers, 12 contractors, 21% Boston Residents, 27% People of Color, 3% Women

**Christopher Brown (BRJP Manager): Project Overview:** This report was written by BRJP Construction Monitor, Manuel "Manny" Barbosa. Manny was not able to present today and the report is being

presented by BRJP Manager, Christopher Brown. The project is at 55% complete. 13 Boston residents have been reported (100%) have been successfully verified. Continue excellent procedure set in place in collecting Boston Resident Verification forms in a timely manner. The current payroll submission time is 7 days. Payrolls that are submitted on time help monitor the project in a timely manner. G.V.W Inc. is self performing on this project with 23% BR, 33% POC and 4% Woman. With the most hours worked on this project, G.V.W. Inc has to improve the employment standard numbers to set an example to the other subcontractors on site that these numbers can be met. Developing a system of hiring when on a BRJP project can be a start. G.V.W Inc. is doing well with carpenters numbers. They are at 36% BR 36% POC and 10% Women. The same strategy needs to be implemented in other trades that are hired. Attention has to be made on hiring more Boston Residents through the union halls. New subcontractors that start on the project should be prepared to have a pro-active approach by actively having a plan of action and workers ready so workforce goals can be maintained throughout their scope of work. Corrective action letters from Cam Hvac & Construction, G.V.W Inc., H.Carr & Sons Inc., Lynnwell associates, P.J Kennedy & Sons, and V&G Ironworks, Inc. are attached. The current subcontractors whose work have not ended and currently on site are: Helical Drilling Inc., Amherst Insulation & Firestop Service Inc., Cam Hvac & Construction, G.V.W Inc., H.Carr & Sons Inc., Lynnwell associates, P.J Kennedy & Sons, and V&G Ironworks, Inc.

### **Innovation Square Phase III (Union)**

**Duration: 11 mins.**

**Present: Michael “Mike” McCarthy (Related Beal), Jennifer Anitus (Related Beal), Aisha Miller (Related Beal), Taylah Webster (InOrder Business) and Nelson Cunha (BRJP Construction Monitor)**

**Overall Numerical Compliance: 71,412 workhours, 352 workers, 8 contractors, 23% Boston Residents, 39% People of Color, 8% Women**

**Nelson Cunha (BRJP Construction Monitor): Project Overview:** The project had a Special Presentation on January 17, 2024. The Project is 25% complete. Laborer is the largest trade on the project with a little over 24,000 work hours, distributed as follows: 22% Boston residents, 45% POC, and 7% Women participation. S&F Concrete has the most work hours performed so far on the project with almost 18,000 hours, of which 30% are performed by Boston residents; 33% by POC; and 3% by women. The Boston Resident Verification rate is 100% – 27 out of 27 resident workers have been verified. The weekly timesheet submission rate is 4 days. As a reminder, contractors have 7 business days to submit timesheets. Treviicos has performed over 16,000 work hours, the second on site, with workforce participation of 16% Resident, 28% POC, and 7% Women. They have submitted three work request forms (attached) seeking to increase their diverse workforce participation: the first request dated 03/09/24 to Local 4 Operators for one Resident/POC/Woman worker. They did receive a worker that checked all three category boxes. The second request dated 05/06/24 to Local 22 Laborers for one Resident/POC/Woman, and received a worker that checked the POC and Woman category boxes, but no resident. The third request dated 05/30/24 to Local 4 Operators for one Resident/POC/Woman worker, and received a worker that did not check any of the three categories. InOrders’ team had a corrective action meeting with Treviicos back in July of last year to understand their plans to increase Resident/POC/Women work hours. They then submitted best faith efforts (the above mentioned workforce request forms and union letters). They have been off site for the majority of 2025, but will return during the summer and another corrective action meeting will be scheduled. W.L. French has the third most work hours performed (15,224), with workforce participation of 16% Resident, 33% POC, and 9% Women. As part of their efforts, they submitted letters from the union and three work request forms (also attached): the first request dated 03/18/24 to Local 223 Laborers for one Resident/POC/Woman worker. They received a worker that checked only the POC category box. The second request dated 06/14/24 to Local 223

Laborers for one Resident/POC/Woman, and received a worker that did not check any category boxes. The third request dated 07/19/24 to Local 223 Laborers for one Resident/POC/Woman worker, and received a worker that is a resident and minority. W.L French: Also had a corrective action meeting last summer, where they submitted workforce request forms and notified us about a new POC starting. They had a Trades Day Field Trip for Vocational Tech Students – a community engagement effort back in September 2024 (flyer attached) an opportunity for students to become more familiar with the trades and what French does at their shop. **Commissioner Burton:** Given the national concerns with immigration, have there been any challenges with the workforce? **Taylah Webster (InOrder Business):** I cannot speak to an overall impact, however, as it relates to the projects I'm on, there have been no concerns/challenges to date. **Commissioner Howell:** As it relates to materials/tariffs with the unprecedented rhetoric at the federal level, are there concerns about completing projects? **Mike McCarthy (Related Beal):** There has been a significant financial hit with the tariffs, however we are dealing with it given where we are in the process (*referenced Canada - steel and India - curtain wall*). It does create difficulty for future projects. **Commissioner Burton:** What's the financial impact and out of curiosity, who's the fabricator out of India? **Mike:** The financial impact is at an influx due to the tariff's complicated method of calculation (*estimate \$3 - 4 Million*). Reflection Window Wall is the fabricator out of India and Metro is doing the install. **Commissioner Burton:** Thank you for your presentation and for the feedback as it relates to tariffs and workforce.

### **BEC Commissioners' Follow-up Requests/Concerns**

**PJ Kennedy School Addition & Renovation corrective action letters, specifically Cam HVAC and Silverback**

**2024 BRJP Impact Analysis further internal staff discussion on how to utilize the data presented by BPDA Researcher, Michael Endale**

**Sanction Recommendation – Nothing Outstanding**

### **DIRECTOR'S REPORT**

**Duration: 6 mins.**

**Jodi Sugerman Brozan (Deputy Chief, Worker Empowerment): Bi-Annual City Council Hearing:** Scheduled for Friday, April 18 from 10:00-1:00 pm in person. BRJP will share a 6 month overview from 10/1/24 - 3/31/25 on combined BRJP and BPDA projects of which there are 148 total active projects. In addition to Christopher Brown and Jodi Sugerman-Brozan, Michael Endale from the Boston Planning Department will present the annual economic impact analysis which he presented before the BEC today. **Upcoming Guest Speaker:** May 21 City of Boston Anti-Displacement Initiative Katharine Lusk, Policy Advisory, Boston Planning Advisory Council.

**Motion to adjourn, Commissioner Burton - So moved, Commissioner Watson, 2<sup>nd</sup> - Commissioner Howell and all agreed.**

**Meeting adjourned 2:27 pm**

**KO/Executive Coordinator**