

Boston Employment Commission Hearing Minutes

A monthly hearing of the Boston Employment Commission (**BEC**) was held virtually on Zoom, June 18, 2025.

Present: Commissioners JocCole “JC” Burton and Travis Watson

Hearing Began: 1:05 PM

Due to lack of a quorum, April 16, 2025 and May 21, 2025 minutes will be approved at the July 16, 2025 BEC Hearing.

ANNOUNCEMENTS

Duration: 5 mins.

Jodi Sugerman-Brozan (Deputy Chief, Office of Worker Empowerment): Applications for summer jobs are still available - futureBOS has thousands of opportunities for youth ages 14 - 18 and young adults ages 19 - 24 living in Boston boston.gov/futurebos. **Small Business webinars were well attended -** boston.gov/small-business. **Free Health and Safety Training - OSHA 10 AND OSHA 30** thru June 30th - boston.gov/labor.policy.

SPECIAL PRESENTATIONS

Fields Corner Library

Duration: 11 mins.

Present: Susan Phillipson (Public Facilities), Gomi Patel, Shawna Peete and Nhat Nguyen(J&J Contractors, Inc.), Lonnie Daniels (Lonnie Daniels and Assoc.) and Manuel “Manny” Barbosa (BRJP Construction Monitor)

Gomi Patel (J&J Contractors): Project Description: This is both a file sub-bid and non-file sub-bid project. The construction of a new 14,790 square foot, two-story building to replace the existing single-story 1960's era 8,600 square foot library, which will be demolished. The building program includes reading and book stack areas, staff and storage spaces, study rooms, classrooms, and a 100-person community room. The design features a double-height reading room with triple-glazed aluminum curtain walls, exterior vertical aluminum sunshades, and a combination of brick, phenolic resin panels, precast concrete, and ground face CMU block for the facade. **Construction Schedule:** Project start date was March, 2025. Substantial completion by May, 2026. Final completion by July, 2026. The schedule for FCL starts with the abatement and demo of the existing library. Followed with concrete foundation, exteriors framing and TPO roof. Interior work includes framing, MEP rough-in. The last phase finishes with testing, & inspection. **Shawna Peete (J&J Contractors): Workforce Diversity and Community Partners:** J&J hosted job fairs in Boston 9/2024 and November 2024 (*invited all subcontractors and forwarded applications to appropriate subcontractors*). Mass Hire Boston Career Center hosted an event with J&J December 10, 2024 (*applications were forwarded to appropriate subcontractors*). **Job Application Process:** J&J welcomes walk-ins to all sites where paper applications are readily available. J&J implemented a fully electronic applications process in January 2024, Careers@JJContractor.com. J&J abides by OFCCP and EOE guidelines and compliance for job applicant screening and resume review. Applications are tracked via our online portal and forwarded to Hiring Managers or Subcontractors who may need those skill sets. Local Carpenter and Laborer Union Halls. **Commissioner Burton:** Lonnie do you have any thoughts on this project (*file sub-bid concerns*)? **Lonnie Daniels (Lonnie Daniels & Associates):** The project just got started. I've worked with J&J for the past 4/5 years and they've done

great in the past with meeting the goals and I believe they will do a great job in the end on this project as well. Although file sub-bid can be challenging, most of the subcontractors on this project are familiar with the city's program. We believe it will go well. **Susan Phillipson (Public Facilities):** I worked with J&J on a previous project in Charlestown last year and they did very well. Their one challenge was with roofing as it related to women participation (*not many women in roofing*). They do adhere to all the policies of the city's program to the best of their ability. **Commissioner Watson:** To the administration, is there a way to do some data gathering, not now, but I would like to see a breakdown of file sub-bid subcontractors and direct hires from J&J in the reports when this project comes for review. I'd like to see the difference in the adherence to the BRJP policy. It would be valuable information on this and other projects. **Commissioner Burton:** Agreed. Thank you, Gomi and team for this special presentation.

Suffolk University 101 Tremont St.

Duration: 11 mins.

Present: Stanley Chow (Suffolk University), David Cullinane, Jeremy Roche and Micah O'Neil (Consigli) and Pamela Ruffo (BRJP Construction Monitor)

Jeremy Roche (Consigli): Project Description: Interior renovation that will transform 101 Tremont Street into student housing for Suffolk University. Construction of common area spaces and study rooms on floor 2. Construction of 153 new dorm rooms on floors 3-11. Updating rooftop equipment (*shared renderings*). **Construction Schedule:** Received approval on permits this morning by City of Boston's Transportation for exterior logistics and should be onboarding subcontractors within the next 2 weeks. The project is expected to be completed by July 2026 in time for Fall 2026 student move-in. **Construction Buyout:** Awarded Subcontractors referenced (11). **Community Partners and Resources referenced (11).** **Workforce Diversity:** Consigli has a dedicated Diversity/Community Outreach Manager (Kacey-Ann Satchell) on the project team. BRJP requirements/goals are included in all subcontracts. Subcontractor's BRJP historical reports are reviewed prior to awarding contracts. Subcontractors/Trade Partners are required to submit a workforce compliance plan once the contract has been awarded. As a standard practice, Consigli specifically discusses the BRJP employment standards with all subs prior to their contract award. All subcontractors are provided with the BRJP pre-construction package. Prior to attending the preconstruction meeting the subcontractor provides Consigli with their contact responsible for their workforce onsite and their contact responsible for submitting weekly reports. BRJP is an agenda item at our weekly subcontractor and owner meetings where the project's actual goals and concerns regarding workforce are discussed. **Job Application Process:** Signage and QR code. **Commissioner Burton:** Any challenges foreseen? **Jeremy:** The location is logistically challenging. Other than that, we have a great team across the board and we're excited about this project. **Commissioner Watson:** I've been on this board for quite some time and that was one of the best, clear, precise and to the point presentations. **Commissioner Burton:** Would Mr. Chow (owner's rep) like to add anything? **Stanley Chow (Suffolk University):** No, Jeremy hit all the points. **Commissioner Burton:** Thank you for being here. We find that when the owner's leadership is involved, it leads to a successful outcome.

PROJECT REVIEWS

Fan Pier H

Duration: 15 mins.

Present: Chris Brunelli (Fallon Company), Alison Stanton, Glenda Nestor, Carrie Borges and A. Giordano (Turner Construction) and Pamela Ruffo (BRJP Construction Monitor)

Overall Numerical Compliance: 93,033 workhours, 465 workers, 20 contractors, 21% Boston Residents, 39% People of Color, 9% Women

Pamela Ruffo (BRJP Construction Monitor): This project's BEC special presentation was on 09/18/24. The project is 25% complete. Turner Construction is a true partner with the BRJP. They are the only large General Contractor that works on BRJP DIPP projects that hires a designated full time onsite compliance manager on each of their projects. They are committed to working with the Business Agents and subcontractors to achieve better workforce participation. As well as work with local organizations in the community. **Organizations Turner Construction partners with:** ACE Mentor Program, Building Pathways, Build a Life That Works, Mass Girls in Trades, Policy Group on Tradeswomen's Issues and Wentworth RAMP. **Turner Construction Initiatives:** YouthForce Program - To increase students' awareness of career opportunities that exist within the construction industry. **Fan Pier H In-person engagements:** Several community outreach events (*Hernandez Middle School, Horizons for Homeless Children, New England Center and Home for Veterans, Marine Corps and Rosie's Place*). Corrective action meetings were held with the following subcontractors: G&C Concrete, NE Finish Systems, Permasteelisa & Ricmor (Attached are their corrective actions response/plans). G&C Concrete is the largest subcontractor onsite and is currently working on 10 BRJP projects which contributes to their low Resident percentage individually as well as overall project percentages. There have been 58 apprentices working on this project: 19 Residents (37%), 27 POC (48%) & 9 Women (19%). 10 out of 20 subcontractors on the project employ apprentices. The top 5 subcontractors with the most apprentices are Accord Steel (10), E.M. Duggan (11), State Electric (8), Worcester Air (4) & Permasteelisa (2). **Recognition for subcontractors committed to achieving good workforce participation:** Brand Safeway 34% Resident, 39% POC & 27% Women; E.M. Dugan: HVAC worker hours 43% Resident 39% POC & 21% Women; J.C. Cannistraro: 55% Resident & 39% POC and Northeast Foam: 49% Resident & 100% POC. **Union Hall Workforce Requests:** Seven Work Requests have been submitted on the project: Accord Steel: 01/28/25 requested from Local 7 Ironworkers R/POC/Women, received 1 non-R/P/W; E.M. Duggan: 03/10/25 requested from Local 537 Pipefitters 2 R/POC/Women, received 1R/P/W; G&C Concrete: 11/11/24 requested from Local 223 Laborers 1 R/POC, received 1R/P; 12/13/24 requested from Local 327 Carpenters 1 R/POC, received 1R/P; 02/28/25 requested from Local 534 Masons 1 R/POC, received 1R/P; 03/07/25 requested from Local 223 Laborers 1R/POC, received 1 R/P; Ricmor: 02/27/25 requested from Local 223 Laborers 1 R/POC/W received 1 R. **Job Application/Workforce Efforts:** Two Walk On Applications were submitted at the jobsite (applications/subcontractors responses attached): Applicant #1: A Resident/POC Union 1st year apprentice Ironworker applied on 01/13/25 & was hired by Accord Steel on 01/15/25. Applicant #2: A Resident/POC Union Ironworker applied on 03/03/25. The application was sent to 4 subcontractors that were not in a position to hire additional manpower at this time. One of the subcontractors was Accord Steel who had just hired a walk-on Ironworker 1st year apprentice applicant 2 months prior. **BRJP's Recommendations to Turner Construction:** Conduct a meeting with the Carpenters Business agent onsite with all subcontractors that employ the trade. Continue to closely monitor the newer subcontractors' onsite that they are being pro-active on any workforce issues prior to increasing their work crews. Continue providing information about pre-apprenticeship programs, such as Building Pathways, Youth Build & Madison Park Vocation Technical School. **Commissioner Burton:** Pam, thank you for a detailed report. I applaud the Turner team for community outreach and tremendous leadership. A holistic approach in touching many. Good to hear about the walk-on hires. **Commissioner Watson:** It's clear when Turner presents that if the numbers aren't there, it's not due to lack of effort. Aside from the physical structure of construction, I respect your community engagement approach that shows the human impact construction can have. **Commissioner Burton:** The project is at 25% and I'm expecting there's opportunities to improve the numbers. The 9% women participation is good to see. When there are women in leadership positions in construction, it produces more women. It's also good to see the First Nations community being amplified (*known for Iron-worker trade*). **Carrie Borges (Turner):** Yes, the numbers will improve.

Commissioner Watson recused himself as his employer (MHIC) provides some financing to this project.

Present: Cassandra Martin (Bald Hill Builders) and Robert Woodson (BRJP Construction Monitor).
Other project team members were on the call, but didn't speak.

Overall Numerical Compliance: 8,601 workhours, 59 workers, 7 contractors, 33% Boston Residents, 86% People of Color, 4% Women

Robert Woodson (BRJP Construction Monitor): Project Description: The proposed mixed-use project will involve three (3) buildings and includes eighteen (18) newly constructed moderate and middle-income homeownership units and twelve (12) units of workforce rental housing affordable to households up to 80% AMI. **Project locations:** 1015,1019,1028-1044,1039 Blue Hill Ave, 6 Fabyan Street, Mattapan MA, 02116. The project's overall Boston Resident and Female workforce percentages are not currently meeting the employment standards, could use improvement. The project's overall average payroll submission time is currently at 14 days with the following subcontractors negatively impacting the payroll submission average: McGue Excavating - 29 days, and Bald Hill Builders - 28 days, New England Waterproofing – 13 days. 6 Boston residents have been reported so far. 5 of the 6 reported resident's residency has been verified. **BRJP Recommendations to Bald Hill Builders:** Subcontractors, who are currently mobilized on site, should present a plan to maximize remaining resident and female hours. Certified payrolls need to be submitted within 7 business days so workforce composition can be monitored in a real time. Workers residency should be verified as soon as they arrive on site. A 90% Boston Resident verification rate is the standard. **Commissioner Burton:** What's the completion percentage to date? **Robert:** The percentages are split between sites - Site A - 1039 Blue Hill Ave & 6 Fabyan - 17.77%; Site B - 1015-1019 Blue Hill Ave. - 35.31% and Site C - 1028-1044 Blue Hill Ave. - 11.96% Are there Section 3 requirements on this project? **Kassandra Martin (Bald Hill Builders):** Yes. **Commissioner Burton:** I know Bald Hill Builders makes efforts to meet the hiring goals of Boston residents, People of Color and as a women-led company, women. What's happening on payroll submission? **Kassandra:** There's no easy way to explain it. I'm new to my position at Bald Hill Builders. Payrolls were behind 4 months (*since January*) when I started and they are now up to date. I've implemented a strict rule that after a week, payment will be withheld. **Commissioner Burton:** Because this is a phased project, should we anticipate an increase in Boston residents in the future? **Kassandra:** Being at 35%, we have opportunity for improvement. **Commissioner Burton:** Looking forward to seeing the improvements.

BEC Commissioners' Follow-up Requests/Concerns

- **Commissioner Watson:** Data gathering as it relates to the breakdown of file sub-bid subcontractors and direct hires from J&J (*include information in the reports when this project comes for review*). I would like to see the difference in the adherence to the BRJP policy. It would be valuable information on this and other projects.
- **Commissioner Watson:** More clarity on the BPDA 2024 Economic Impact Analysis as it relates to the resident gap hours and compliance.
- **Commissioner Watson:** More clarity on the Sanction payment/appeal process.
- **Commissioner Burton:** Bike Rack / Wage Theft. Discuss further next month.

Sanction Recommendation – Nothing Outstanding

DIRECTOR'S REPORT

Duration: 6 mins.

Jodi Sugarmen-Brozan (Deputy Chief, Worker Empowerment):

Compliance Monitoring Snapshot - May 2025: Per monthly reports provided by Construction Monitors, in May, BRJP monitored 172 Projects: 57 @ less than 25% complete; 27 @ 25% - 50% complete; 37 @ 50% - 75% complete and 51 @ 75% or more complete (*8 projects were completed in May*). 64 projects, Union (number of projects, not work hours); 71 projects, Open Shop (number of projects, not work hours); and 48 projects, prevailing wage/Davis Bacon. Conducted 12 Corrective Action meetings. **Warnings and Sanction Recommendations:** Staff are using the Salesforce database to better identify late payrolls and setting up a transparent, consistent system (*corrective action meetings, written warnings, then sanction recommendations*) to bring recommendations for sanctions and fines to the BEC. 1. Warning #1 - Corrective Action Meeting if payroll is 10 days late. 2. Warning #2 - A second written warning will be given to the General Contractor if non-compliance continues 15 days after the Corrective Action meeting. 3. If GC and/or subcontractors are still in noncompliance 30 days after the Corrective Action meeting, the BRJP Staff will recommend sanctions/fines to the BEC (*This is based on a process that was put in place in November of 2022*). In addition, I would like to note for the contractors that are here, the ordinance does not require a warning system. We would like to provide ample time for corrections and transparency. We are also working with the city and Office of Budget and Management to set up a system so that fines collected can be used to fund strategies and programs that help build a pipeline to the Trades for Boston Youth in construction careers. Lastly, there's been a lot of publicity around the White Stadium Renovation (WSR) project and there's been a commitment by the City of Boston and the Legacy Football Club to awarding 50% of all contracting dollars across 3 phases (design, construction and operations) of the WSR to M/WBEs. Pamela Ruffo (BRJP Construction Monitor) and Christopher Brown (BRJP Manager) have been participating in the Supplier Diversity Advisory Group and attending the Contracting Opportunity Fairs to provide updates on progress. There's one coming up on Tuesday, June 24th, 6:00pm, William E. Reed Auditorium, 24 Washington St., Dorchester, MA 02121. More information at boston.gov/white-stadium. **Commissioner Watson:** About 9 months ago a concern was raised about sanctions in regard to what happens if the BEC sanctions and the contractor refuses to pay? **Jodi:** There's an appeal process. The one time we did sanction, the contractor appealed and the sanction stood. It took a few reminders to the contractor to pay and they did. However, I will raise this concern with the law department and confirm with you. **Commissioner Watson:** Thank you. It will help to give more clarity so people will be accountable. **Commissioner Burton:** Some months ago the subject of wage theft was brought up. I'd like to bike rack that today and further discuss next month. **Jodi:** I'd be happy to do a presentation on the City's Wage Theft Executive Order along with our Sr. Manager of Living Wage and Wage Theft, Monique Mitchell. **Commissioner Burton:** That would be great. **Commissioner Watson:** In follow-up to a question I asked last month on the 2024 Impact Analysis, I'd like further clarification on the resident gap hours (*if filled by residents, will it put them in compliance?*). **Jodi:** Unfortunately, without having the information in front of me, I'm not able to answer, but will look into it and follow-up via email after this meeting. **Commissioner Watson:** Thank you.

Motion to adjourn, Commissioner Watson. So moved, Commissioner Burton

Meeting adjourned 2:09 pm

KO/Executive Coordinator