

;;;Boston City Council B 181130

>>> GOOD AFTERNOON, EVERYONE.
I'M THE CHAIR OF THE GOVERNMENT
OPERATIONS COMMITTEE JOINED HERE
BY MY COLLEAGUE AND ONE OF THE
LEAD SPONSORS.

I'M ALSO JOINED BY COUNCILOR
ESSAIBI-GEORGE.
WE'RE HERE TO DISCUSS DOCKET
1399.

THIS MATTER WAS SPONSORED BY
CITY COUNCIL LYDIA EDWARDS AND

CITY COUNCILOR JANEY.

THE ORDINANCE SEEKS TO HAVE A
BIANNUAL REVIEW IN MEETING THE
STANDARDS SET BY THE BOSTON
RESIDENCY JOB POLICY.

THE COMMISSION WOULD CONSIST OF
REPRESENTATIVES FROM EACH OF THE
NINE COUNCIL DISTRICTS SELECTED
BY THE MAYOR OF OUR CITY AS WELL
AS FOUR REPRESENTATIVES
APPOINTED BY THE MAYOR.

THREE OF THE REMAINING WOULD
FOLLOW UNDER THE HISTORY OF
ADVOCATING FOR THE RIGHTS OF
BOSTON WORKERS AND INVOLVEMENT
IN EDUCATION, ONE WITH THE
HISTORY OF ADVOCACY FOR WOMEN
WORKERS, AND ONE WITH THE
HISTORY OF ADVOCACY FOR COLORED
PEOPLE.

I WOULD LIKE TO HIGHLIGHT A FEW
OF THE FOLLOWING FOR HISTORICAL
REFERENCE.

THE BOSTON RESIDENCY JOB POLICY
WAS CHAMPIONED IN 1983 BY THE
LATE CITY COUNCILOR BRUCE
BOLLING.

CITY COUNCILOR ED FLYNN EXTENDED
THE POLICY IN 1985 TO COVER
PRIVATE CONSTRUCTION PROJECTS
OVER 1,000 SQUARE FEET THAT ALSO
REQUIRED ZONING RELIEF.

THE CITY ORDINANCE REQUIRED
CONSTRUCTION COMPANIES TO
DEMONSTRATE GOOD FAITH EFFORTS
TO GUARANTEE THAT HALF OF ALL
OUR WORK IS BOSTON RESIDENTS,
25% COLOR, 10% WOMEN.

IN THE EARLY 2000s, WORKING CLOSELY WITH MYSELF AND COUNCILOR CHUCK TURNER, WE ADVANCED THE BALL ON A NUMBER OF BOSTON RESIDENCY JOB POLICY INITIATIVES.

IN 2010, COUNCILOR ROSS AND COUNCILOR PRESSLEY SPEARHEADED AN EFFORT TO UPDATE THE POLICY TO MAKE ALL THAT DATA PUBLIC.

IN 2017, I, AS THE CHAIR OF THE COMMITTEE OF GOVERNMENT OPERATIONS, WORKED WITH MY COLLEAGUES TO PASS MAYOR WALSH'S AMENDMENT TO REFLECT THE CHANGING DEMOGRAPHICS OF OUR CITY.

THAT WAS THEN AMENDED TO 51%, 40%, AND 12% RESPECTFULLY.

LAST MONTH, COUNCILOR EDWARDS SPONSORED A HEARING WITH A COMMITTEE FOR JOBS, WAGES, AND WORKFORCE DEVELOPMENT TO REVIEW THE CURRENT PRACTICES AND DATA OF THE BOSTON RESIDENCY JOB POLICY AS WELL AS THE EMPLOYMENT COMMISSION.

THIS HEARING IS BEING RECORDED. WILL BE BROADCAST AT A LATER DATE.

WE HAVE JUST TWO ADMINISTRATIVE ISSUES HERE.

ONE IS BOTH OF MY COLLEAGUES HAD SENT LETTERS IN.

MR. CHAIRMAN, I REGRET I WILL NOT BE ABLE TO ATTEND TODAY'S COMMITTEE REGARDING THE ORDINANCE FOR THE ESTABLISHMENT OF A COMMISSION FOR ECONOMIC JUSTICE IN THE CITY OF BOSTON.

I WANT TO THANK YOU FOR ELEVATING THIS CRITICAL CONVERSATION.

SPECIAL THANK YOU TO FORMER CITY COUNCILOR CHUCK TURNER.

I BELIEVE THAT THIS COMMISSION IS AN IMPORTANT STEP TOWARDS KEEPING US ALL ACCOUNTABLE FOR THE GOAL OF INCLUSION IN THE CONSTRUCTION INDUSTRY.

I STRONGLY SUPPORT THIS ORDINANCE AND I ENCOURAGE MY COLLEAGUES TO DO THE SAME.

I LOOK FORWARD TO REVIEWING THE

RECORDING.
ALSO IN RECEIPT OF A LETTER FROM
OUR COLLEAGUE CITY COUNCILOR KIM

JANEY.
I'M UNABLE TO ATTEND TODAY'S
HEARING.
I'M VERY PROUD TO BE A COSPONSOR
OF THIS MATTER ALONG WITH
COUNCILOR EDWARDS AND PRESSLEY.
CURRENTLY, THERE'S \$9 BILLION IN
ACTIVE CONSTRUCTION PROJECTS
WITH 6 BILLION MORE IN THE
PIPELINE.
THIS REPRESENTS A MASSIVE AMOUNT
OF MONEY.
IT IS IMPORTANT THAT BOSTON

RESIDENTS, PEOPLE OF COLOR, AND
WOMEN RECEIVE A FAIR PERCENTAGE
OF THIS MONEY.
THE ORDINANCE WILL STRAIGHTEN
OUR TOOLS TO HELP US CREATE
EQUITABLE OPPORTUNITIES.
MY STAFF WILL BE IN ATTENDANCE
AT THE HEARING.
LOOK FORWARDING TO REVIEWING THE
RECORDING.
AT THIS TIME, I WOULD LIKE TO
TURN IT OVER TO MY COLLEAGUE,
LEAD SPONSOR, FOR OPENING
COMMENTS.
THEN WE'LL GET RIGHT INTO THE
PANEL.
WE'RE JOINED BY CHIEF BARROS AND
TRAVIS WATSON, WHO IS CHAIR OF
THE BOSTON EMPLOYMENT
COMMISSION.
CHAIR RECOGNIZES COUNCILOR
EDWARDS.
>> THANK YOU, CHAIR.
THANK YOU TO ALL THE FOLKS WHO
MADE IT HERE TODAY ON A FRIDAY
AFTERNOON.
I UNDERSTAND THAT OFTEN TIMES
HAVING DAY HEARINGS MAKES IT
VERY DIFFICULT FOR WORKING
PEOPLE TO BE HERE, SO YOUR
PARTICIPATION AND YOUR PRESENCE
MEANS A LOT AND REALLY
DEMONSTRATES YOUR DEDICATION AND
COMMITMENT TO MAKING SURE THAT
PEOPLE OF COLOR, WOMEN, AND
BOSTON RESIDENTS ARE WORKING

REGULARLY IN THE TRADES AND MAKING SURE THAT THEY'RE PART OF RECEIVING THE MASSIVE AMOUNT OF WEALTH THAT WE'RE CREATING THROUGH THE DEVELOPMENT.

EARLIER THIS YEAR, WE HELD THE FIRST OVERSIGHT HEARING ON THE BOSTON JOBS -- BOSTON RESIDENT JOBS POLICY MANDATED BY THE 2017 UPDATES.

AND I WANT TO THANK CHIEF BARROS AND HIS TEAM AND CHIEF WATSON FOR COMING THERE TO TESTIFY. THE MAJORITY SHOWED UP. YOU SHOWED THE STATISTICS. YOU SHOWED HOW WE WERE GOING TO GET THIS DONE.

IT WAS AN IMPORTANT CONVERSATION THAT WE WERE KICKING OFF AND WILL CONTINUE WITH FULL TRANSPARENCY ABOUT THE GOOD, THE BAD, AND THE UGLY, AND HOW WE MAKE SURE WE COPLY WITH THE POLICY.

I WANT TO THANK COUNCILOR KIM JANEY WHO MONITORS JOB SITES IN ROXBURY AND COUNCILOR PRESSLEY, WHO IS GOING TO FIGHT FOR ALL OF US IN NDC.

ADVOCATES, WHILE APPRECIATIVE OF THE GOOD WORK OF THE BACK, HAVE RAISED SOME CONCERNS OF BARRIERS TOEQUITY.

AS SEEN IN THE ORDINANCE, IT'S A USEFUL TOOL FOR OVERCOMING SOME OF THESE BARRIERS.

IT LAUNCHES A CONVERSATION AND ACTUALLY PUTS THE PEOPLE WHO ARE DIRECTLY IMPACTED BY THESE ISSUES AT THE FOREFRONT OF HAVING TO COME UP WITH SOME OF THE SOLUTIONS AND HAVING THOSE CONVERSATIONS.

IT'S A RICH DIALOGUE THAT WE CERTAINLY NEED, AND I DON'T THINK ANYONE IS OPPOSED TO THAT. WE'VE WORKED WITH THE CHAIRMAN'S OFFICE, CHAIR MICHAEL FLAHERTY, TO IOVITE THE COMMUNITY, LABOR, OPEN SHOPS, DEVELOPERS, AND CONTRACTORS' DATA TO REALLY KICK OFF THAT CONVERSATION.

I JUST WANT TO SAY THANK YOU AND TURN IT OVER TO YOU GUYS.

>> VERY GOOD.

UNLESS MY COLLEAGUES HAVE ANY
ADDITIONAL OPENING COMMENTS,
COUNCILOR FLYNN?

>> THANK YOU, COUNCILOR
FLAHERTY, AND TO COUNCILOR
EDWARDS, FOR YOUR WORK ON ISSUES
IMPACTING MEN AND WOMEN ACROSS
OUR CITY.

IT IS AN HONOR TO BE WITH YOU
AND THE BROTHERS AND SISTERS IN
THE LABOR MOVEMENT AS WELL.
I THINK WE ALL WANT TO SEE JOBS
FOR BOSTON RESIDENTS, ESPECIALLY
WHEN THE ECONOMY IS GOING SO
WELL.

AS MENTIONED IN THE ORDER FOR
THIS HEARING, IN 1986, MY FATHER
WORKED WITH THE CITY COUNCIL TO
PASS SUCH AN ORDINANCE IN
ESTABLISHING THE BOSTON
EMPLOYMENT COMMISSION TO ENFORCE
HIRING PRACTICES.

I WAS ALSO PROUD TO HAVE SERVED
FOR TEN YEARS WORKING AS A
PROBATION OFFICER AT NAGE,
NATIONAL ASSOCIATION OF
GOVERNMENT EMPLOYEES.

I THINK THE BEST EXPERIENCE THAT
TAUGHT ME ABOUT THIS JOB ON THE
CITY COUNCIL IS LISTENING TO
LABOR LEADERS ACROSS THE CITY,
FIGHTING FOR SOCIAL AND ECONOMIC
JUSTICE, DECENT WAGES, HEALTH
CARE.

WE SAW WALKER 26 FIGHT HARD
MAKING SURE THAT THEIR WORKERS
WERE TREATED WITH RESPECT AND
DIGNITY.

NO ONE GAVE THEM A CHANCE, BUT
THEY CAME TOGETHER AS A TEAM AND
DEMANDED JUSTICE.

I THINK THAT'S WHAT WE'RE ALL
HERE FOR IS TO MAKE SURE THAT
THE VOICES OF WORKING MEN AND
WOMEN ARE HEARD IN THE CITY AND
HEARD IN THIS STATE, AND THEY
WANT A DECENT WAGE, GOOD ACCESS
TO HEALTH CARE, SAFE WORKING
CONDITIONS.

IT'S REALLY THE UNIONS, IN MY
OPINION, THAT HELPED BUILD THIS
CITY.

THEY CONTINUE TO GIVE BACK,

WHETHER IT IS IN DIFFERENT
ATHLETIC PROGRAMS OR AFTER
SCHOOL PROGRAMS.

OUR LABOR UNION BROTHERS AND
SISTERS, ONCE THEIR TOUR ENDS AT
6:00, THEY'RE ACTIVE IN THE
NEIGHBORHOODS.

THEY'RE ACTIVE IN PTA, COACHING
LITTLE LEAGUE, SO BOSTON'S A
UNION CITY.

OUR UNION MEMBERS CONTINUE TO
MAKE GREAT PROGRESS IN BUILDING
THIS CITY.

I'M PROUD TO SIT WITH YOU AND
STAND WITH YOU ON THE PICKET
LINE.

THAT'S SOMETHING, AS A CITY
COUNCILOR, I'LL ALWAYS BE THERE
FOR THE WORKING MEN AND WOMEN OF
OUR CITY AND PROUD THAT WE HAVE
SO MANY UNION MEMBERS HERE
TODAY.

THANK YOU, MR. CHAIRMAN.

>> THANK YOU, COUNCILOR FLYNN.
COUNCILOR ESSAIBI-GEORGE IS
GRACIOUSLY WAITING OPENING.

RICHARD TAYLOR, I THINK YOU HAD
A TIME SCHEDULING CONFLICT.
IS THAT MY UNDERSTANDING?

IF THAT'S THE CASE, YOU'RE MORE
THAN WELCOME TO COME DOWN HERE
AND I'LL TAKE YOUR TESTIMONY
FIRST AS A COURTESY TO YOU AND
YOUR SCHEDULE.

IF YOU CAN COME DOWN TO THAT
FIRST MICROPHONE AND INTRODUCE
YOURSELF AND YOUR AFFILIATION.

I KNOW WHO YOU ARE, BUT --

>> THANK YOU TO THE CITY
COUNCILORS WHO PUSHED THIS
FORWARD, CHIEF BARROS, AND TEAM.
IT IS IMPORTANT TO COMMEND THE
CURRENT ADMINISTRATION FOR
INCREASING THE GOALS.

RICHARD TAYLOR AND THE PRESIDENT
OF THE RESIDENT DEVELOPMENT
ASSOCIATION, TAYLOR SMITH IS IN
THE CORNER OF THE NEW ARMY
BOSTON HOTEL GOING UP IN THE
SEAPORT AREA.

THANK YOU, COUNCILOR FLAHERTY,
FOR YOUR HELP ON THAT.

WE ALL KNOW THERE'S AN INCOME
INEQUALITY ISSUE HERE IN OUR

CITY.
WHEN WE LOOK AT THE CONSTRUCTION
INDUSTRY, IT IS PARTICULARLY
IMPORTANT THAT THESE ISSUES GET
SORTED OUT.

WHY DO I SAY THAT?

WE HAVE A BOOM IN THIS CITY THAT
MOST CITIES WOULD JUST THIRST
FOR.

I MEAN, IF YOU LOOK AT, CHIEF,
THE NEGOTIATIONS WITH AMAZON,
WE'RE ONE OF THE FEW CITIES WHO
COULD LIVE WITHOUT THEM HAVING A
SECOND HEADQUARTERS HERE.

NOTWITHSTANDING, THEY'RE ALSO
GOING TO HAVE A MILLION SQUARE
FEET.

WE HAVE BILLIONS OF DOLLARS OF
CONSTRUCTION.

THERE ARE WOMEN WHO WERE SINGLE
HEADS OF HOUSEHOLD, MEN OF COLOR
WHO ARE TRYING TO RUN THEIR
FAMILIES, MEN AND WOMEN WHO COME
OUT OF PRISON WHO NEED THESE
JOBS.

WE DON'T HAVE TO HAVE TWO AND
THREE DEGREES TO QUALIFY FOR THE
WORK.

EVERYBODY GOES THROUGH THE
TRAINING PROGRAM SO THE MONEY
AND THE BENEFITS THAT COUNCILOR
FLYNN REFERENCED ARE CRITICAL TO
INCREASING THE INCOME OF ALL IN
OUR CITY.

I WHOLEHEARTEDLY SUPPORT THIS
COMMISSION, ECONOMIC JUSTICE,
BUT I WOULD MAKE SEVERAL
RECOMMENDATIONS.

THE FIRST IS THAT WE HAVE A
UNION TRAINING PLAN THAT IS
FILED WITH THE CITY.

WHY DO I SAY THAT?

THE BIGGEST ISSUE THAT WE HAVE
IS PIPELINES.

IT SEEMS TO ME THAT THE UNIONS
SHOULD IDENTIFY A NEED GOING
FORWARD THREE TO FIVE, SEVEN
YEARS OUT.

THERE'S VARIOUS ECONOMIC CYCLES,
BUT THEY HAVE TO CONFRONT THE
TRAINING OF THE PIPELINE BECAUSE
WE DON'T WANT TO BE IN A
POSITION OF SAYING WE'RE GOING
TO HAVE A PERCENTAGE OF

MINORITIES, WE'RE GOING TO HAVE A PERCENTAGE OF WOMEN, BECAUSE THEY'RE NOT AVAILABLE.

THAT PARTICULAR TRAINING PLAN SHOULD BE FILED WITH YOU, COUNCILOR FLYNN, AND YOUR COMMITTEE, CHIEF BARROS, AND THEY SHOULD BE REQUIRED TO REPORT ON THAT ON A SEMIANNUAL BASIS.

IT'S AS SIMPLE AS GARBAGE IN BAR GARBAGE OUT.

NUMBER TWO, WHAT IS ALSO ABSENT FROM THIS ORDINANCE DRAFT IS THE PARTICIPATION OF DEVELOPERS AND OWNERS OF THE LARGER PROJECTS.

I AM PART OF A TEAM THAT GETS DESIGNATED FOR A HOTEL.

WE HIRE THE CONTRACTOR.

THE CONTRACTOR WORKS WITH THE UNIONS.

THE AGREEMENTS BETWEEN THE OWNERS AND THE CONTRACTORS HAVE TO ALSO REPRESENT THESE NUMBERS.

IF WE SIMPLY PUSH IT DOWN TO THE CONTRACTOR AND TO THE UNIONS, THERE'S A STEP THAT IS MISSING.

THE CONTRACTORS ARE ACCOUNTABLE TO ME.

NOT TO ANYONE ELSE.

NOT THE CITY, ALTHOUGH WE HAVE TO COMPLY WITH THE PLAN, BUT THE OWNERS AND DEVELOPERS ARE A MISSING SEGMENT FROM THIS PARTICULAR ORDINANCE.

ALSO THE DATA YOU MENTIONED, PUBLIC HEARINGS, THE DATA FOR THESE HEARINGS THAT COME TWICE A YEAR NEED TO BE PUBLISHED IN A FORM THAT'S AVAILABLE TO THE ORGANIZATIONS, THE ADVOCACY GROUPS, THE LABOR GROUPS, THE MINORITY CONTRACTORS ASSOCIATION, AND MNR DEVELOPERS. THOSE ARE MY RECOMMENDATIONS, BUT I WOULD SAY THIS.

THIS IS A VERY, VERY IMPORTANT HEARING.

I COMMEND YOU

I COMMEND THE LEADERS FROM THE COUNCILOR WHO CHAIRED AND TEED IT UP.

IF BOSTON IS TO MOVE THE DIAL AT

ALL ON INCOME INEQUALITY, IT
WILL BE THROUGH THE CONSTRUCTION
INDUSTRY, AND I'LL HAPPY BE PART
OF IT.

THANK YOU FOR ALLOWING ME TO
SHARE MY COMMENTS.

>> I ALSO INVITED ANTHONY
RICHARDS HERE.

I KNOW HE'S ON A TIGHT TIME
FRAME.

TONY, CAN YOU COME DOWN?
HE'S A FRIEND OF MINE.

HE SINGLE-HANDEDLY PUTS MORE
WOMEN AND MEN IN THE COMMUNITY
INTO AND THROUGH THE TRADE.

NO INTRODUCTION.

FOUNDER OF NO BOOKS, NO BALLS.

>> JUST REITERATING WHAT MR.
TAYLOR SPOKE ABOUT.

I THINK THAT'S AN INTEGRAL PART
OF HAVING A RELATIONSHIP BUILT,
MAKING SURE THE OWNER IS HELD
ACCOUNTABLE WORKING IN
CONJUNCTION WITH THE DEVELOPER
THAT WILL SPRINKLE DOWN TO THE
CONTRACTOR.

BEING IN THE BUILDING INDUSTRY
FOR CLOSE TO 30 YEARS, THERE'S
ALWAYS A LAPSE OF ACCOUNTABILITY
WHEN IT COMES TIME TO POLICING
THE NUMBERS OR MAKING SURE THAT
THE CRITERIA STAYS FIT ON JOBS.

HAVING OTHER COMPONENTS HELD
RESPONSIBLE AND HELD LIABLE I
THINK WILL STRENGTHEN THE
RELATIONSHIP AND THE NUMBER OF
CRITERIA TO MAKE SURE IT'S MET.

AGAIN, I APPLAUD THIS MEETING
AND HAVING CONVERSATION AND
DIALOGUE WITH HOW TO MOVE THIS
NEEDLE FORWARD AND TO CREATE
SOME HELP AND WEALTH IN OUR
COMMUNITY IN OUR JOB BASE.

THANK YOU, COUNCILOR.

>> THANK YOU FOR THE WORK YOU DO
EVERY DAY.

NOT JUST OCCASIONALLY.
EVERY DAY.

>> THANK YOU.

>> CHIEF, WELCOME.

GOOD TO SEE YOU.

>> GOOD TO SEE YOU.

>> I'VE SEEN A LOT OF YOU
LATELY.

YOU'RE NOT RUNNING FOR CITY COUNCIL BY CHANCE, ARE YOU?

>> NO, BUT I'M GETTING PRETTY COMFORTABLE HERE.

>> YOU HAVE THE FLOOR.

INTRODUCE YOURSELF FOR THE RECORD AND TELL US YOUR THOUGHTS.

>> JOHN BARROS.

GOOD AFTERNOON, CHAIRMAN FLAHERTY, COUNCILOR EDWARDS. THANK YOU FOR YOU AND THE COSPONSORS, COUNCILOR FLYNN, COUNCILOR ESSAIBI-GEORGE.

I APPRECIATE THE LEADERSHIP OF THE COUNCIL AND THIS CONVERSATION, SO I WANT TO THANK YOU FOR THE INVITATION TO TESTIFY ON THIS IMPORTANT WORK, AND I WANT TO RECOGNIZE MEMBERS OF MY DEPARTMENT THAT ARE HERE, RECOGNIZE COMMISSIONER WATSON HERE WITH ME.

I ALSO WANT TO SAY THANK YOU TO COMMUNITY ADVOCATES WHO HAVE WORKED TIRELESSLY WITH US TO MAKE SURE THAT WE MOVE FORWARD ON THE ISSUE OF COLLABORATION TO ENSURE MORE RESIDENTS, MORE PEOPLE OF COLOR, MORE WOMEN ARE INCLUDED IN THE PUBLIC AND PRIVATE DEVELOPMENT IN THE CITY OF BOSTON AND ARE BENEFITTING FROM THE CONSTRUCTION BOOM OF OUR ECONOMY.

CURRENTLY, WE HAVE \$9.3 BILLION OF CONSTRUCTION ACTIVELY IN BOSTON.

AND WE HAVE JUST APPROVED ANOTHER 6.8 BILLION DURING THIS CALENDAR YEAR.

IN FACT, IT IS AN INJUSTICE TO NOT HAVE ALL BOSTONIANS PARTICIPATE IN THAT KIND OF ECONOMIC ACTIVITY.

AS YOU RECALL FROM OUR HEARING ON THE STATUS OF THE BOSTON RESIDENTS JOB POLICY AND THE BOSTON EMPLOYMENT COMMISSION LAST MONTH, WE HAVE MADE PROGRESS OVER THE LAST TWO YEARS SINCE WE UPDATED THE BRJP IN JANUARY OF 2017.

HOWEVER, THERE'S A LOT OF WORK

TO DO.

BEFORE I TALK ABOUT THAT WORK, I WANT TO RECOGNIZE A COUPLE OF LEADERS IN THE ROOM WHO HAVE HELPED US MOVING FORWARD.

THERE'S A LOT OF PEOPLE THAT CONTINUE TO PARTNER WITH THE CITY, PARTNER WITH ALL OF US TO DO THIS WORK, BUT I WANT TO PARTICULARLY RECOGNIZE A FORMER CITY COUNCILOR, CHUCK TURNER, WHO IS HERE FOR YOUR LEADERSHIP NOT ONLY ON THE BOSTON JOBS COMMISSION.

GIVE HIM A HAND FOR ALL THE WORK HE'S DONE.

[APPLAUSE]

>> I'D ALSO LIKE TO RECOGNIZE OUR COUNTERPART, A COLLEAGUE, WHO IS ALSO EQUALLY VALUABLE IN THIS CONVERSATION AND HAS SHOWN REAL LEADERSHIP, AND THAT'S BRIAN DOUGHERTY.

BRIAN HAS BEEN A FRIEND, HAS SUPPORTED THE MOVEMENT AND CHANGES THAT WE'VE MADE IN THE BRJP AND THE WORK THAT WE CONTINUE TO TALK ABOUT TODAY.

IT'S NICE TO HAVE IN BOSTON A COMMUNITY OF PEOPLE WHO REALLY CARE ABOUT THIS FROM POLITICAL LEADERSHIP, COMMUNITY ACTIVISTS, UNION AND TRADES, DEVELOPERS.

FOR ME, IT'S GREAT TO BE ON AN ISSUE WHERE THERE'S ALIGNMENT.

WHAT YOU SEE IN FRONT OF US IS CLEARLY WORK WE NEED TO DO, AND THE NEW BRJP ORDINANCE THAT YOU PASSED HELPS US DO IT.

I WANT TO RECOGNIZE THE DIRECTOR OF OUR NEW EQUITY AND INCLUSION UNIT WHO IS SITTING WITH US HERE TODAY.

IF YOU CAN JUST WAVE YOUR HAND, THANK YOU, SELENA.

[APPLAUSE]

>> I ALSO WANT TO RECOGNIZE THE REST OF THE BRJP STAFF AND STAFF OF THE EQUITY INCLUSION UNIT WHO ARE HERE WITH US.

WE HAVE LAID DOWN A NEW ORDINANCE THAT ALLOWS US TO COLLECT MORE INFORMATION AND DATA.

IN FACT, THE ORDINANCE IS VERY SPECIFIC ON WHAT WE NEED TO COLLECT, AND THE ORDINANCE ALLOWS US TO LEVY FEES AND FINES IF PEOPLE ARE NOT COOPERATING IN COLLECTING THE INFORMATION THAT WE NEED TO COLLECT SO WE CAN ASSESS THE AVAILABILITY OF WORKERS TO MEET OUR GOALS. WITH THAT SAID, MAYOR WALSH AND THE ADMINISTRATION WOULD LIKE TO CONTINUE THE PROGRESS MADE WITH THE BOSTON EMPLOYMENT COMMISSION, WITH THE CITY COUNCIL, WITH THE NEW ORDINANCE, AND WE BELIEVE THAT THIS DATA TRACKING, MONITORING, AND REPORTING IS WITHIN THE SCOPE OF WHAT THIS ORDINANCE IS LOOKING FOR AND WILL ALLOW US TO SET UP THE CONVERSATION THAT IS BEING ASKED FOR HERE. WE ARE HERE IN SUPPORT AND LOOK FORWARD TO THE CONVERSATION. >> THANK YOU, CHIEF.

>> TRAVIS WATSON, CHAIR OF THE BOSTON EMPLOYMENT COMMISSION. CHAIRMAN FLAHERTY AND OTHER COUNCILORS, IT'S A PLEASURE TO BE HERE TODAY. I WANT TO QUICKLY RECOGNIZE ALL THE TRADES PEOPLE IN THE ROOM. IT'S REALLY AMAZING TO HAVE YOU GUYS OUT HERE. THANK YOU.

AS CHAIR OF THE BOSTON EMPLOYMENT COMMISSION, I ASSIST THE MAYOR'S OFFICE OF ECONOMIC DEVELOPMENT, SPECIFICALLY THE EQUITY INCLUSION UNIT, TO MAXIMIZE THE PARTICIPATION OF BOSTON RESIDENTS, PEOPLE OF COLOR, AND WOMEN, PRIVATE AND PUBLIC DEVELOPMENT PROJECTS IN THE CITY OF BOSTON. ABOUT A MONTH AGO, I HAD THE HONOR AND PRIVILEGE TO TESTIFY ON BEHALF OF DOCKET 1398, AN ORDER FOR A HEARING REGARDING A BIENNIAL REVIEW OF THE BOSTON EMPLOYMENT COMMISSION AND BOSTON RESIDENTS JOBS POLICY. DURING THE HEARING, ALONG WITH

MY COLLEAGUES FROM THE MAYOR'S OFFICE OF ECONOMIC DEVELOPMENT, I UPDATED THE BOSTON CITY COUNCIL'S COMMITTEE ON JOBS, WAGES, AND WORKFORCE DEVELOPMENT ON THE WORK OF THE BOSTON EMPLOYMENT COMMISSION AND THE BOSTON RESIDENTS JOB POLICY.

TODAY, I'M GOING TO DIG A LITTLE BIT DEEPER AND BRIEFLY OUTLINE THE WORK THE COMMISSION IS DOING TO BUILD RELATIONSHIPS WITH UNION AND NON-UNION SECTORS AS WELL AS DATA AND ITS VALUE IN HELPING CREATE A MORE INCLUSIVE AND EQUITABLE CONSTRUCTION INDUSTRY HERE IN BOSTON.

THE BRJP OFFICE AND THE BOSTON EMPLOYMENT COMMISSION HAVE STRONG RELATIONSHIPS WITH THE UNION BUILDING TRADES.

I HAVE AN OPEN LINE OF COMMUNICATION AND MEET REGULARLY WITH BRIAN DOUGHERTY, THE SECRETARY-GENERAL AGENT OF THE METROPOLITAN DISTRICT.

BRIAN AND I ARE ACTIVELY EXPLORING WAYS TO INCREASE RESIDENT, PEOPLE OF COLOR, AND WOMEN PARTICIPATION IN THE TRADES.

I'VE BEEN INVITED TO SPEAK TO THE BUILDING AND CONSTRUCTION COUNCIL ABOUT HOW WE CAN WORK TOGETHER TO MEET THE GOALS OF THE BRJP.

BUSINESS AGENTS FROM THE PLUMBERS, IRONWORKERS, HAVE ATTENDED BOSTON EMPLOYMENT COMMISSION MEETINGS IN THE LAST YEAR AND HAVE PROVIDED IMMEDIATE ASSISTANCE.

ANDREW DeANGELO IS A KEY PARTNER IN THE WORK.

FROM JANUARY 2018 TO OCTOBER 2018, WE HAVE MET WITH REPRESENTATIVES FROM THE

CARPENTERS, THE ROOFERS ANDELECTRICIANS, OPERATING ENGINEERS, PLASTERS, AND CEMENT MASONS AND THE LABORERS.

DURING THESE MEETINGS, WE ASSESS THE PERFORMANCE OF THE TRADES IN

MEETING THE STANDARDS OF THE BRJP.

ADDITIONALLY, WE ASSESS THEIR PLANS TO INCREASE THE NUMBER OF BOSTON RESIDENTS, PEOPLE OF COLOR, AND WOMEN.

WE PLAN TO CONTINUE THESE MEETINGS, WITH MEET WITH TRADES THAT WE HAVEN'T MET WITH, AND USE THE DATA COLLECTED TO BETTER INFORM OUR STRATEGIES FOR INCREASING THE NUMBER OF BOSTON RESIDENTS, PEOPLE OF COLOR, AND WOMEN ENTERING UNION APPRENTICESHIP PROGRAMS.

WORKING WITH THE CONSTRUCTION TRADES COUNCIL AT THE METROPOLITAN DISTRICT OF COMPLIANCE HAS BEEN A LOT EASIER THAN THE OPEN SHOP WORLD.

THAT REASON IS TWOFOLD.

FIRST, UNION LEADERSHIP HAS NOT ONLY BEEN WILLING TO WORK WITH US ON COMPLIANCE, BUT THEY'RE ACTIVE PARTNERS ON WORKING TOWARD A MORE INCLUSIVE AND EQUITABLE INDUSTRY.

THEY HAVE BEEN KEY ALLIES IN THIS WORK.

SECOND, THE CONSTRUCTION TRADES COUNCIL OF THE METROPOLITAN DISTRICT REPRESENTS 20 LOCAL CONSTRUCTION UNIONS AND MORE THAN 3,300 UNION CONTRACTORS. COMMUNICATION WITH A FEW BUSINESS AGENTS TRICKLES DOWN TO THE THOUSANDS OF CONTRACTORS AND MEMBERS AND STREAMLINES COMMUNICATION WITH THE BRJP.

THE NON-UNION WORLD IS A BIT DIFFERENT.

AS FAR AS I KNOW, THE LARGEST OPEN OR MERIT JOB TRADE ASSOCIATION OF MASSACHUSETTS IS THE MASSACHUSETTS CHAPTER OF ASSOCIATED BUILDERS AND CONTRACTORS OR ABC MASS.

THEY REPRESENT OVER 400 OPEN SHOP CONTRACTORS.

I HAVE MET WITH ABC MASS' PRESIDENT AND THE CEO.

THEY ARE COMMITTED TOWARD CREATING A MORE INCLUSIVE AND EQUITABLE CONSTRUCTION INDUSTRY,

-- INDUSTRY.

HOWEVER, THERE'S A DATA
CHALLENGE.

ABC MASS, AS I JUST MENTIONED,
REPRESENTS 400 OPEN SHOP
CONTRACTORS.

IT IS OBVIOUS BUT WORTH NOTING
IT IS AN ALMOST 3,000 DIFFERENCE
IN CONTRACTOR REPRESENTATION.
IF THE BECK HAS A NONCOMPLIANT
UNION CONTRACTOR, I CAN EASILY
CONTACT THE BUSINESS AGENT AND
GET A BETTER UNDERSTANDING
BEHIND THE NONCOMPLIANCE.
IF THE NONCOMPLIANT CONTRACTOR
IS OPEN SHOP, IT IS LIKELY THEY
DON'T BELONG TO A TRADES
ASSOCIATION AND THAT MAKES
GETTING TO THE ROOT OF
NONCOMPLIANCE TRICKIER.

THE BRPJ OFFICE IS GOING TO MEET
WITH NON-UNION CONTRACTORS AND
REVIEW THEIR PLANS FOR
INCREASING THEIR EMPLOYMENT OF
BOSTON RESIDENTS, PLEASE, MA'AM

-- PEOPLE OF COLOR AND WOMEN.

THERE'S A LOT OF WORK TO BE DONE
TO INCREASE THE NUMBER OF BOSTON
RESIDENTS, PEOPLE OF COLOR, AND
WOMEN WORKING IN UNION AND
APPRENTICESHIP PROGRAMS.

THE DATA THAT WE'VE BEEN
COLLECTING AND WILL CONTINUE TO
COLLECT WILL INFORM THE WORK AND
ALLOW THE BRPJ OFFICE TO BE MORE
INCLUSIVE HERE IN BOSTON.

THANK YOU FOR THE OPPORTUNITY TO
SPEAK HERE TODAY.

>> THANK YOU VERY MUCH, TRAVIS.
THINGS YOU OUTLINED ARE THINGS
THAT SHOULD HAVE HAPPENED A LONG
TIME AGO.

WE'VE MISSED SO MANY
OPPORTUNITIES.

I'M GLAD THIS ADMINISTRATION AND
THOSE RELATIONSHIPS WERE ABLE TO
BRING ALL THOSE FOLKS TOGETHER.

THINK ABOUT THOSE MISSED
OPPORTUNITIES AND SHAKE YOUR
HEAD.

JUST A QUICK QUESTION, AND IT IS
THE SAME QUESTION I WAS GOING TO

ASK MY FORMER COLLEAGUE,
COUNCILOR TURNER, WHEN HE COMES
DOWN TO TESTIFY.

THE BC HAS THE AUTHORITY TO
ISSUE FINES TO COMPANIES THAT
ARE IN NONCOMPLIANCE WITH THE
BOSTON RESIDENCY JOB POLICY.
THAT'S THE TEETH.

WOULD IT MAKE SENSE TO MERGE
THIS PROPOSED COMMISSION WITH
THE BEC?

DOES THAT MAKE ANY SENSE?
JUST TO NOODLE IT.

I THINK SOMETIMES WE STUDY
THINGS TOO MUCH.

WE COMMISSION STUFF TOO MUCH.
LET'S JUST GET IT DONE.

LET'S HOLD PEOPLE ACCOUNTABLE
THAT ARE NOT DOING IT.

I'M KIND OF A FISH AND CUT BAIT
TYPE PERSON, BUT MAYBE IT MAKES
SENSE TO HAVE TWO COMMISSIONS ON
PARALLEL TRACKS WORKING WITH
EACH OTHER.

MAYBE IT DOES.

MAYBE IT DOESN'T.

THAT QUESTION FOOD FOR THOUGHT.

I'M GOING TO POSE THE SAME
QUESTION TO COUNCILOR TURNER AS
WELL TO SEE WHAT HE THINKS ABOUT
IT.

WE HAVE A MECHANISM IN PLACE
WHERE YOU HAVE THE ABILITY AND
AUTHORITY TO STEP IN.

TO HAVE THE ABILITY WITH THIS
PROPOSAL THAT THE COUNCILORS
HAVE AND HAVE THEM KIND OF MORPH
INTO ONE SO THEY'RE BROAD-BASED
COMMISSION BUT AT THE SAME TIME
WE HAVE ENFORCEMENT AUTHORITY,
IF YOU WILL, SO AGAIN JUST WANT
TO GET YOUR THOUGHTS ON THAT.

>> WHEN I FIRST HEARD ABOUT THIS
COMMISSION, MY INITIAL REACTION
WORKING IN CONSTRUCTION
WORKFORCE COMPLIANCE OF THE PAST
12 TO 14 YEARS WAS EXCITEMENT
BECAUSE TEN YEARS AGO THERE
WEREN'T AS MANY PEOPLE ACTIVELY
EXCITED TO ENGAGE IN THIS KIND
OF WORK, SO MY THOUGHT WAS THIS
IS GREAT.

WE HAVE ALL THESE FOLKS HERE WHO
ARE TRYING TO GET MORE BOSTON

RESIDENTS, PEOPLE OF COLOR, AND
WOMEN JOBS IN THE CITY OF
BOSTON.

THAT'S AMAZING.

THAT'S GREAT.

WHAT I'M CAUTIOUS OF IS THE
DUPLICATION AND REPLICATION OF
WORK, WHICH I THINK YOU MIGHT BE
GETTING AT A LITTLE BIT, SO I
THINK THERE'S AN OPPORTUNITY FOR
THE BOSTON EMPLOYMENT COMMISSION
TO TAKE ON THIS WORK.

I TRIED MY BEST TO OUTLINE THAT
I BELIEVE IN THE LAST YEAR OR SO
WE HAVE BEEN DOING THAT, BUT I'M
ALSO OF THE POSITION THAT AS
MANY PEOPLE IN THE CITY OF
BOSTON THAT ARE ACTIVELY WORKING
ON THESE ISSUES, THAT ARE
ACTIVELY PUSHING CONTRACTORS TO
HIRE FOLKS FROM OUR CITY, PEOPLE
OF COLOR, AND WOMEN, IT'S A BIG
CLICHE, BUT THE MORE THE
MERRIER.

I THINK THE MORE FOLKS WORKING
ON THIS IS GOING TO LEAD TO
RICHER OUTCOMES FOR OUR FOLKS.

>> I SHARE THE COMMISSIONER'S
SENTIMENTS.

I THINK WHEN THIS WAS FIRST
RAISED IN THE CONVERSATIONS
AROUND THE CHANGING OF THE BRJP,
THE UPDATING OF THE BRJP, WE
THEN AT THAT POINT AGREED THAT
THIS WORK NEEDS TO BE DONE.

IN FACT, ABSENT OF THIS -- I
KNOW COMMISSIONER WATSON HAD
BEEN TRYING TO FIGURE OUT WHEN
WE DO COLLECT ENOUGH DATA AND WE
HAVE SOME CYCLES HERE AND WE CAN
ACTUALLY SHOW WHAT WE THINK ARE
TRENDS OR ABILITY FOR CERTAIN
UNIONS AND CERTAIN OPEN SHOP
COMPANIES TO SUPPLY THE KIND OF
TALENT WE'RE LOOKING FOR, WE
THINK THOSE CONVERSATIONS ARE
GOING TO BE MORE FRUITFUL.

I THINK IT MAKES SENSE TO HAVE
IT AT THE SAME TABLE WITH THE
SAME PEOPLE WHO CAN LEVY FINES.
THERE'S SOME NUANCE IN HERE THAT
WE NEED TO TALK ABOUT IN TERMS
OF HOW THAT HAPPENS AND WHO IS
INVOLVED, ET CETERA, AND I THINK

THOSE CONVERSATIONS CAN HAPPEN.

>> OKAY.

>> FROM THE APPRENTICESHIP SIDE OF THE HOUSE, THE UNIONS ARE PUTTING APPRENTICESHIP CLASSES ON, MAKING SURE THAT THE BENCH IS DEEP ENOUGH, IF YOU WILL, TO ACCOMPLISH THE GOALS AND THE OBJECTIVES OF THE BOSTON RESIDENCY JOB POLICY.

THEY'RE GOING TO BE PUTTING ON 20 ELECTRICIANS OVER AT 103. FIVE OF THEM ARE FROM WILMINGTON AND TWO OF THEM ARE FROM MELROSE, TWO KIDS FROM BRAINTREE.

THAT'S NOT SATISFYING THE GOALS AND THE OBJECTIVES, SO I THINK HAVING THAT DATA, IF YOU WILL -- THERE'S A NAME THEY CALL IT.

BUT HAVING THEM BE FORTHRIGHT WHERE THEIR EXISTING DEMOGRAPHICS AND EXISTING MEMBERSHIP WILL HELP US HELP THEM IN TERMS OF PUTTING THE BEST AND RIGHT CANDIDATES FORWARD WITH RESPECT TO THEIR APPRENTICE PROGRAMS.

OTHER THAN, WE'RE JUST GOING TO CONTINUE TO CHASE OUR TAILS. IF UNIONS ARE GRADUATING THEIR APPRENTICES EVERY YEAR AND THAER

-- THEY'RE NOT PEOPLE FROM BOSTON AND PEOPLE OF COLOR AND WOMEN, THEN WE HAVE THE SAME CONVERSATION IN YEARS TO COME.

IT IS JUST AS IMPORTANT AND CRITICAL AS THEY'RE PUTTING TOGETHER THEIR APPRENTICESHIP PROGRAMS EVERY YEAR.

I THINK THAT'S GOING TO BE WORKING ON ALL CYLINDERS.

>> WHAT THE NEW ORDINANCE IS ASKING FOR IN FACT IS WHEN A GC OR A SUB APPROACHES A BUSINESS AGENT, THERE'S DOCUMENTED COMMUNICATION ABOUT ABILITY TO RESPOND OR NOT RESPOND TO A REQUEST TO PROVIDE AN EMPLOYEE A TRADES PERSON OF A CERTAIN DEMOGRAPHIC, SO WE ARE STEADILY DOCUMENTING THAT LOCAL'S ABILITY TO DO THAT OR NOT.

AFTER A COUPLE CYCLES OF THIS,
WE WOULD HAVE SOME TRENDS, AND
WE WOULD BE ABLE TO AT LEAST
FROM A VERY CURRENT -- NOT
THINKING ABOUT WHAT PEOPLE ARE
ON.

WHAT PEOPLE CAN DO RIGHT NOW.
I THINK THAT'S AN IMPORTANT
CONVERSATION TO HAVE WITH THAT
KIND OF DATA AT THE TABLE.

>> AS AN EXAMPLE, THE PLUMBERS
ARE VERY KEY, AS FAR AS DATA.
UNION REPRESENTATION AT THE BACK
HAS CREATED INSTANT JOBS ON THE
SPOT.

BARRY, NOT TO CALL HIM OUT, BUT
HE'S BEEN TREMENDOUS.

GET THE PACKET THE WEEK BEFORE
THE BOSTON PLUMBING COMMISSION
HEARING.

IF THERE'S A CONTRACTOR OUT OF
COMPLIANCE, QUICK EMAIL AND CALL
OVER TO BARRY, HE SAYS I HAVE
THREE BOSTON RESIDENTS.

HE'S AT THE MEETING.

I KNOW THERE'S THREE BOSTON
RESIDENTS AVAILABLE.

I HAVEN'T CALLED THE UNION AND
BOOM, BARRY IS RIGHT IN
ATTENDANCE.

I HAVE THREE BOSTON RESIDENTS.
YOU SHOULD BE PUTTING THEM ON
THE JOB TOMORROW.

ONE, IT IS THE DATA, BUT TWO, IT
IS THE RELATIONSHIP PIECE.

I LIKE IT BECAUSE IT IS PUTTING
PEOPLE ON THE SPOT.

IT IS PUTTING PEOPLE WHO NEED TO
BE ON THE SPOT ON THE SPOT.

>> GOT YOU.

COUNCILOR EDWARDS, ANY QUESTIONS
OF THIS PANEL?

>> SURE.

I GUESS I WANT TO MAKE VERY
CLEAR ABOUT YOUR POSITION.
YOU ARE OR ARE NOT TAKING A
POSITION ON THE CREATING OF THE
COMMISSION, THIS NEW COMMISSION?

>> WE FEEL THAT THE WORK THE
COMMISSION IS OUTLINING IS
CRITICAL.

WE DO BELIEVE IN FACT THAT THE
BEC COULD PERFORM THIS, SO OUR
POSITION ON THE WORK THAT'S

BEING CARRIED OUT HERE IS WE
ABSOLUTELY SUPPORT IT.

>> BUT IT WOULD BE SOMETHING
THAT COULD BE HOUSED UNDER THE
BEC.

>> IT'S SOMETHING THAT COULD BE
HOUSED UNDER THE BEC.

>> IF WE'RE GOING TO TALK ABOUT
THE BEC AND SOME THINGS THAT
WOULD BE HOUSED UNDER IT, WOULD
YOU CONSIDER THEN -- THIS
ORDINANCE, FOR EXAMPLE, CHANGES
THE MAKEUP OF WHO CAN APPOINT TO
THE COMMISSION AND ALSO WHO
WOULD BE ON THE COMMISSION.
WOULD YOU BE OPEN THEN TO THE
BEC HAVING A LARGER AMOUNT OF
FOLKS AND COMMUNITY
REPRESENTATION FOLLOWING THE
GUIDELINES IN THIS ORDINANCE ON
THE BEC?

>> I THINK THERE'S A
CONVERSATION TO BE HAD ABOUT --
BECAUSE THERE'S CLEARLY CHANGES
TO THE APPOINTMENT STRUCTURE AND
A COUPLE OF OTHER THINGS IN HERE
TOO THAT NEEDS TO BE WEIGHED.
ALL THAT NEEDS TO BE WEIGHED AND
HAVE A CONVERSATION WITH YOU
GUYS, WHETHER IT IS A WORK
SESSION OR SOMETHING, TO GET
INTO THE NITTY-GRITTY OF WHAT
CAN HAPPEN.

>> WE HAVE TO MAKE A DECISION ON
WHAT'S MORE FLEXIBLE, CREATING A
COMMISSION THAT CAN MOVE AROUND
THE BEC AND ADD TO SPECIFIC
GRANULAR CONVERSATIONS THAT THE
BEC IS NOT HAVING OR HAVING
INDIVIDUALLY, WHEN YOU'RE
CALLING UP THE UNIONS AND
TALKING TO THEM AND DOING THE
WORK, WHETHER IT IS FASTER TO
CREATE A COMMISSION THAT JUST
DOES THAT AT THE LARGER LEVEL
AND JUST BRINGS THE UNIONS IN,
BRINGS THE NON-UNION SHOPS IN
AND SAYS LET'S TALK ABOUT THIS,
IS THAT FASTER TO ADJUST WITH A

NEW COMMISSION WITH NEW FOCUSES
OR IS IT FASTER TO HAVE THE
UNION ADJUST AND HAVE THE BEC
PERFORM THAT ROLE?

>> I THINK THOSE ARE CONVERSATIONS WORTH HAVING. IF WE FIND OUT THE BEC IS NOT THE MOST FLEXIBLE VEHICLE TO THIS, WE'RE NOT OBJECTING TO A NEW COMMISSION.

>> THE OTHER THING THAT NEEDS TO HAPPEN IN THIS CONVERSATION IS BECAUSE YOU HAVE ENFORCEMENT POWER, AS IN YOU CAN FIND ENTITIES, AND BECAUSE THIS ORDINANCE WOULD BE BRINGING UNIONS INTO A CERTAIN STANDARD AND CONVERSATION, A CONCERN WOULD BE THAT YOU COULD BE LEVYING FINES AGAINST UNIONS FOR NONCOMPLIANCE.

THAT CONCERNS ME PERSONALLY, AND I JUST WANT TO MAKE SURE THAT THE CROSSING OF THE CONVERSATIONS YOU COULD BRING IN FOLKS AND ENTITIES UNDER COMPLIANCE ALSO WITH AN ENFORCEMENT POWER.

AGAIN, WE DON'T HAVE TO HASH OUT THAT CONVERSATION RIGHT NOW. BUT WHEN YOU TALK ABOUT DUPLICATIVE COMPONENTS, AND YOU GUYS HAVE NOT ONLY THE CARROT AND THE STICK, AND WE'RE BRINGING -- INSTEAD OF CREATING A NEW COMMISSION THAT DOES NOT HAVE FINES AND DOES NOT PUNISH BUT YOU BRING THEM UNDER YOUR UMBRELLA -- WELL, YOU CAN PUNISH SOME ENTITIES THAT ARE TRYING TO DO THE RIGHT THING.

THE OTHER POINT I WANTED TO ALSO MAKE IS WITH THE BEC AND HOW YOU'RE KEEPING AND MAINTAINING CATEGORIES OF RESIDENTS, WOMEN, AND PEOPLE OF COLOR AND MAINTAINING THAT KIND OF DOUBLE COUNTING, MAINTAINING IT, WHILE YOU MAY CONTAIN THAT FOR THE BOSTON COMPLIANCE OF JOBS, WOULD IT MAKE SENSE TO BREAK DOWN FURTHER FOR EDUCATION PURPOSES WOMEN OF COLOR VERSUS BOSTON JOB RESIDENTS TO BREAK THAT DOWN? AGAIN, COMPLIANCE, KEEP THE DOUBLE COUNTING, WHICH I HAVE LEARNED IS ACTUALLY HELPING IN MANY CASES WOMEN OF COLOR TO

INCREASE THEIR NUMBERS.
FOR COMPLIANCE, LEAVING IT
THERE, BUT FOR EDUCATION
PURPOSES, TO BREAK DOWN THEN THE
NUMBERS.

WOULD YOU CONSIDER DOING THAT?

>> YES, I BELIEVE THAT THAT IS
ALREADY BEING DONE RIGHT NOW.

>> OKAY.

>> WE HAVE THAT INFORMATION
BROKEN DOWN THAT WAY.

>> OTHER POINTS OF DATA THAT
HAVE ALSO BEEN SUGGESTED, I
THINK IT IS FROM THE BUILDING
TRADES EMPLOYERS ASSOCIATION,
BUT I'LL ASK THESE QUESTIONS TO
MR. TURNER AS WELL, BUT ONE
COMPONENT OF DATA THAT THEY
SUGGESTED -- AND THIS MIGHT ALSO
BE WORTH LOOKING AT -- IS TO
IMPROVE DATA COLLECTION AND
REPORTING UNDER THE BRJP
SPECIFYING UNION VERSUS
NON-UNION SIGNATORY COMPANIES
AND INCLUDE REPORTING DATA TO
IDENTIFY TRENDS OVER TIME.

DO YOU DO THAT?

>> YES.

AT EVERY BEC HEARING, ONE OF THE
GENERAL FIRST QUESTIONS IS, IS
ARE YOU A SIGNATORY TO ANY
UNIONS.

OVER TIME DOING IT, WE ALL -- WE
BEING THE COMMISSION -- HAVE AN
IDEA OF WHO THAT IS.

I THINK WE NEED TO DO A BETTER
JOB OF PUTTING IT ON AN ACTUAL
DOCUMENT AND MAKING IT
TRANSPARENT.

>> I'M NOT SAYING TO DO IT OR
NOT.

I'M WONDERING IF IT IS HAPPENING
AND IF YOU HAVE AN OPINION ABOUT
IT HAPPENING.

THE MASSACHUSETTS DEPARTMENT OF
APPRENTICESHIP STANDARDS THAT
CAPTURES DATA ON WHO ENTERS AN
APPRENTICESHIP PROGRAM BUT NOT
WHO GRADUATES, ANY OPINION ABOUT
THAT?

>> I THINK IT IS ABSOLUTELY
WORTH COLLECTING.

>> ALSO, AS THIS CURRENT
ORDINANCE STANDS, IT REQUESTS

INFORMATION TO ASSESS A PERFORMANCE OF EACH OF THE TRADE UNIONS IN MEETING THE STANDARDS OF THE POLICY, JOBS POLICY, AND ALSO TO ASSESS EACH UNION'S PLAN TO INCREASE THE NUMBER OF BOSTON RESIDENTS AND SO ON AND SO FORTH.

THAT'S THE CURRENT LANGUAGE IN THE PROPOSED COMMISSION.

THIS IS ALSO SUGGESTING THAT THAT BE APPLIED TO THE PRE-APPRENTICESHIP PROGRAMS AS MY COLLEAGUE BROUGHT UP, BUT TO LOOK AT WHETHER THE PRE-APPRENTICESHIP PROGRAMS SHOULD HAVE THE POLICY APPLY TO THEM AND ALSO THEIR PLAN TO COME INTO COMPLIANCE.

DO YOU HAVE AN OPINION ABOUT THAT?

DO YOU DO THAT NOW?

>> ABSOLUTELY MAKES SENSE.

WE DON'T DO THAT RIGHT NOW.

>> WE DON'T DO THAT RIGHT NOW.

THAT WOULD BE A GOOD PRACTICE.

>> THIS IS SUGGESTED FOR THE NEW COMMISSION, BUT SINCE YOU THINK IT IS A MERGE POSSIBLY.

>> I THINK TEN YEARS AGO THIS CONSTRUCTION COMPLIANCE WORLD, IN MY EXPERIENCES, WAS VERY ANECDOTAL.

IT WAS "I HEARD" OR "THEY'RE NOT DOING THIS."

THE MORE DATA WE HAVE, THE MORE DATA-INFORMED THE COMMISSION CAN BE, IS JUST GOING TO LEAD TO RICHER OUTCOMES, SO I'M ALL FOR AS MUCH OF THIS DATA TO GET TO SHIFT AND SHAPE THE WAY WE'RE GOING TO MOVE IN 2019.

>> THANK YOU.

CHAIR RECOGNIZES COUNCILOR ED FLYNN.

>> THANK YOU.

I JUST HAVE ONE QUESTION.

WHEN I DRIVE AROUND DISTRICT 2 OR I DRIVE AROUND THE CITY, I SEE A LOT OF ECONOMIC DEVELOPMENT TAKING PLACE, BUT I CAN GENERALLY TELL, OBSERVING, WHAT BUILDING THERE ARE UNION MEMBERS THAT ARE WORKING AND

WHAT BUILDING THERE ARE NOT
UNION WORKERS WORKING THERE.
I BASE THAT ON THE SAFETY.
I SEE A LOT OF RECKLESS
ACTIVITIES HAPPENING WITH
NON-UNION WORKERS.
THEY'RE NOT GETTING THE JOB
PROTECTION, SAFETY IN THE
WORKPLACE.

ON THE OTHER HAND, UNION WORKS
HAVE GREAT SAFETY PROGRAMS.
I ALSO HEARD AND SEE A LOT OF
NON-UNION COMPANIES THAT DON'T
TREAT THEIR WORKERS FAIRLY AND
AT TIMES THEY DON'T EVEN PAY
THEM.

THEY EXPLOIT THEM.
THEY EXPLOIT A LOT OF
IMMIGRANTS, AND I DO SEE A LOT
OF PRODUCTS THAT ARE PUT UP IN
BOSTON THAT AREN'T GOOD QUALITY.
WHETHER IT IS A SINGLE FAMILY OR
TWO-FAMILY HOME OR A
THREE-FAMILY HOME, NON-UNION
CONTRACTORS, CONSTRUCTION
WORKERS, IT'S NOT A GOOD
PRODUCT.

THEY'RE NOT GETTING PAID WELL.
BUT WHAT ARE WE GOING TO ENFORCE
SAFETY IN THE WORKPLACE FOR ALL
WORKERS?

IS THIS PART OF THE COMMISSION
AND YOUR PLAN TO MAKE SURE THAT
EVERY WORKER HAS DECENT HEALTH
CARE, SAFETY IN THE WORKPLACE,
THAT THEY GET PAID A DECENT
WAGE, AND THAT THEY ACTUALLY GET
A CHECK EVERY WEEK AND THEY GET
TREATED WITH RESPECT AND
DIGNITY?

CAN YOU FACTOR ALL THOSE IN?
>> FOR THE CITY, ABSOLUTELY.

IN FACT, I WOULD REFERENCE
SIMILAR WORK BUT IN A DIFFERENT
LANE THAT WE HAVE DONE AGAIN
WITH COMMUNITY PARTNERSHIPS.
I WANT TO CALL OUT THE BJC ONCE
AGAIN FOR HELPING US GET TO NEW
LANGUAGE THAT THE CITY HAS
ADOPTED IN ITS RFPs ON CITY
LAND.

IF YOU LOOK AT THE FOUR RECENT
RFPs THAT WAS PUT OUT FOR PUBLIC
LAND IN THE DUDLEY SQUARE AREA,

YOU'LL FIND LANGUAGE ON GOOD JOBS.

RIGHT?

WE ARE, IN FACT, ASKING THAT DEVELOPERS ON THAT SITE RESPOND VERY CLEARLY TO US AND THE COMMUNITY ON HOW THEY WOULD BRING GOOD JOBS ON THAT SITE, WHETHER CONSTRUCTION AND MORE IMPORTANTLY PERMANENTLY. WAGES THAT ARE PAID, FAIR WAGES, LIVABLE WAGES, CONDITIONS, THE KIND OF JOBS THAT YOU AND I WOULD EXPECT AND WE SHOULD FIGHT FOR EVERY BOSTON RESIDENT TO HAVE.

THERE ARE EFFORTS LIKE THAT UNDER WAY.

I OFTEN TALK ABOUT THE IMPORTANCE OF GOOD JOBS.

WE NEED TO DO MORE IN THIS AREA.

IN FACT, IN SOME OF THE CONVERSATIONS WE'VE HAD INTERNALLY WE MIGHT NEED TO SEEK MORE LEGISLATIVE AUTHORITY TO DO MORE IN THIS AREA, BUT AT THIS POINT, ANY TOOL THAT WE HAVE AT OUR DISPOSAL WE'RE TRYING TO ASK FOR A RESPONSIVENESS AROUND GOOD JOBS FOR THE CITY OF BOSTON AND ITS RESIDENTS.

>> THANK YOU, CHIEF.

I HAD THE OPPORTUNITY RECENTLY TO TALK TO THE ATTORNEY GENERAL, AND SHE WAS TELLING ME ABOUT HER WAGE THEFT CAMPAIGN.

A LOT OF WORKERS EXPLOITED, TAKEN ADVANTAGE OF, NOT GETTING THEIR PAYCHECK.

IT'S A HUGE PROBLEM THROUGHOUT MASSACHUSETTS.

ARE WE ALSO TRACKING THAT DATA HERE IN BOSTON?

AND IF WE ARE, WHAT IS PROCEDURE TO HELP THOSE WORKERS OR GO AFTER THE COMPANY OR PROSECUTE THE COMPANY FOR NOT PAYING WORKERS?

>> SO, BOSTON DOES HAVE A CONSUMER AFFAIRS DEPARTMENT. AND I WANT TO SAY, COUNCILOR -- AND I'LL HAVE TO GET BACK TO YOU ON THE ACTUAL NUMBER -- BUT WE FIGHT ON BEHALF OF BOTH SMALL

BUSINESSES AND INDIVIDUALS TO
MAKE SURE THAT PEOPLE ARE
TREATED FAIRLY.

THERE'S ABOUT 300,000 THAT WE
WILL BE ABLE TO BRING BACK TO
RESIDENTS AND BUSINESS OWNERS OF
THE CITY OF BOSTON.

I KNOW THE ATTORNEY GENERAL HAS
THE REAL AUTHORITY.

LIKE IN MANY AREAS, WE DON'T
HAVE MUCH AUTHORITY, BUT WE WORK
VERY CLOSELY WITH THE ATTORNEY
GENERAL'S OFFICE, SUPPORT HER
EFFORTS IN THAT AREA, AND LET ME
GET BACK TO YOU WITH SOME
NUMBERS.

LET ME GET BACK TO YOU ON WHAT
WE'RE TRACKING SO I MAKE SURE I
ACCURATELY REPRESENT THE WORK OF
THE CITY OF BOSTON IN THAT
SPACE.

>> THANK YOU, CHIEF.

I JUST WANT TO SAY THANK YOU TO
YOU FOR YOUR GREAT WORK FOR SO
MANY YEARS IN THIS CITY AS WELL.

>> APPRECIATE IT, COUNCILOR.

>> CHAIR RECOGNIZES COUNCILOR
ESSAIBI-GEORGE.

ANY QUESTIONS OF THE PANEL?

>> I DO.

THANK YOU TO THE CHAIR AND THE
LEAD SPONSORS ON THIS EFFORT.

CAN WE TALK ABOUT ANY DIRECTED
INTEGRATION OF THE STUDENTS AND
WORKERS HAPPENING AT MADISON
PARK VOCATIONAL AND TECHNICAL
EDUCATION HIGH SCHOOL AND THE
WORK HAPPENING ACROSS OUR CITY?
WE HAD A HEARING EARLIER THIS
WEEK, OVER FOUR HOURS, OF PEOPLE
WHO ARE REALLY INTERESTED IN THE
FUTURE OF MADISON AND FUTURE
SUCCESS.

SOME GREAT THINGS HAPPENING
THERE.

ONE OF THE GREATEST CHALLENGES
IS EXPANDING THE PARTNERSHIP SO
THAT OUR CITY'S KIDS HAVE ACCESS
TO SOME REALLY FANTASTIC JOB
OPPORTUNITIES IN OUR CITY.

>> COUNCILOR, THANK YOU FOR THE
QUESTION.

VOCATIONAL AND TECHNICAL
EDUCATION IS OF EXTREME

IMPORTANCE.

WE'RE CURRENTLY WORKING WITH
MADISON TO MAKE SURE --

>> [OFF MIC].

>> SORRY.

CURRENTLY WORKING WITH THE
INTERIM SUPERINTENDENT TO EXTEND
THE OPPORTUNITY FOR CURRENT
MATTERS AND STUDENTS TO BE ON
CURRENT WORK SITES ON PUBLIC
LAND, RIGHT?

THIS IS AN EFFORT THAT'S
ONGOING, AND WE HAVE SOME
TRACTION ON.

WE AT LEAST NEED TO OPEN UP WORK
DIRECTLY ON CITY LAND TO OUR
STUDENTS IN A WAY THAT IS TIED
WITH EDUCATIONAL OPPORTUNITIES
AND SUPPORT SO WE CAN MAKE SURE
THEY HAVE A POSITIVE EXPERIENCE.
THE OTHER EFFORT I KNOW THAT'S
GOING ON IS THE PARTNERSHIP WITH
THE -- I WANT TO SAY LOCAL 35
PAINTERS --

>> YEAH.

>> YOU'RE FAMILIAR WITH THAT.
BUT WE CAN RATTLE OFF PROGRAMS
AND PARTNERSHIPS.

I THINK WE PROBABLY WOULD BOTH
AGREE THAT MORE NEEDS TO BE DONE
IN THIS AREA AND THAT VOCATIONAL
AND TECHNICAL TRAINING IS REALLY
IMPORTANT AND THE PARTNERSHIP
WITH MADISON PARK IS EXTREMELY
IMPORTANT.

>> IF WE CAN EXPAND THOSE
PROGRAMS SO THAT GRADUATES OF
MADISON PARK CAN BE ON JOBS IN
THE CITY OF BOSTON, WE'RE GOING
TO FILL THE JOBS REQUIREMENTS
ACROSS THE BOARD.

IN AN IDEAL WORLD, WHICH I
PRETEND TO LIVE IN SOMETIMES,
I'D LOVE TO SEE SIGNS ON ALL OF
OUR JOBS THAT SAY MADISON PARK
GRADUATES WORK HERE.

FOR ME, IT IS REALLY IMPORTANT
THAT WE'RE CONSTANTLY LOOKING
FOR WAYS TO PUT OUR KIDS AND
GRADUATES OF OUR SCHOOLS TO WORK
ON EVERY JOB SITE.

THAT'S JUST THINKING ABOUT THE
CONSTRUCTION TRADES.

I'D ALSO LIKE TO SEE YOUR OFFICE

MAYBE PLAY A BIGGER ROLE IN CONNECTING WITH THE UNIONS WHO, I THINK, ARE LOOKING TO EXPAND SOME OF THEIR TRAINING CAPACITY TO UTILIZE THE MADISON PARK SPACE.

THAT SHOULD BE A 16-HOUR A DAY CAMPUS WHERE WE CAN TRAIN WORKERS, RETRAIN WORKERS, AND CREATE MORE SPACE FOR THAT TRAINING TO HAPPEN SO THAT JOBS CAN REALLY REMAIN LOCAL. IT'S VERY FRUSTRATING WHEN GOING BY ANY WORK SITE IN THE CITY OF BOSTON AND SEEING OUT-OF-STATE PLATES.

PRETTY FAR AWAY.

WE'VE GOT MEN AND WOMEN ACROSS THE CITY SITTING ON BENCHES AND UNION HALLS NOT GOING TO WORK. WE'VE GOT TO PUT OUR PEOPLE TO WORK, AND WE HAVE TO DO IT WITH A CONCERTED EFFORT.

I THINK IT NEEDS TO BE ALL HANDS ON DECK.

THAT'S IT FOR ME.

>> COUNCILOR, IF I MAY.

>> PLEASE.

>> ANOTHER MODEL THAT I WOULD LOVE TO SEE REPLICATED WITH MADISON PARK -- GOSH, MY MEMORY HAS SLIPPED ME, BUT I WOULD SAY IT WAS MAYBE THREE OR FOUR YEARS AGO AT THE BEGINNING OF THE SCHOOL YEAR, AS WE ALL REMEMBER, THERE WERE STUDENTS NOT ABLE TO GO TO CLASS AT MADISON PARK BECAUSE THEY DIDN'T HAVE SCHEDULES.

I DON'T KNOW IF YOU REMEMBER THIS.

>> I DO.

>> IT WAS ABOUT A WEEK.

AT THE SAME TIME, THE VAST MAJORITY OF THOSE STUDENTS WERE WALKING AROUND WITHOUT CLASSES THERE WAS A SMALL COHORT.

IT WAS A PARTNERSHIP WITH DUDLEY NEIGHBORS INCORPORATED AND YOUTH BUILD BOSTON.

THEY WERECONSTRUCTING A HOUSE ON NORTH AV.

YOU WOULD SEE THE STUDENTS WORKING OUTSIDE.

ALL OF A SUDDEN, I WOULD SEE STUDENTS FROM MADISON PARK WORKING, BUILDING A HOUSE RIGHT IN THE NEIGHBORHOOD. MANY OF THE STUDENTS LIVE THERE. A LONG WAY OF SAYING I THINK THAT'S A REALLY GREAT MODEL OF A PARTNERSHIP BETWEEN TWO NONPROFITS AND MADISON PARK THAT HAD STUDENTS BUILDING A HOUSE RIGHT IN THE NEIGHBORHOOD THAT SOME OF THEM -- I THINK IT IS A GREAT MODEL TO LOOK AT.

>> COUNCILOR O'MALLEY, ANY QUESTIONS OF THIS PANEL?

>> VERY BRIEFLY.

MORE OF A STATEMENT.

THANK YOU FOR YOUR GREAT WORK. I KNOW WE ALL SIT HERE OR SAND HERE COMMITTED TO DOING EVERYTHING WE CAN TO HAVE A WORKFORCE NOT ONLY IN THE CITY, IN OUR BUILDING TRADE, IN THE CONSTRUCTION SECTOR THAT REFLECTS THE DIVERITY OF THE CITY THAT WE LOVE AND ARE LUCKY ENOUGH TO WORK IN.

SO ANYTHING WE CAN DO TO STRENGTHEN STANDARDS AND RECRUITING AND REPORTING MECHANISMS, WE OUGHT TO BE DOING.

I APOLOGIZE FOR MY TARDINESS.

I WILL REVIEW THE TAPE, AND LOOK FORWARD TO HEARING PUBLIC TESTIMONY FORTHWITH.

>> MICHELLE WU, ANY COMMENTS AT THIS TIME?

>> NO, JUST HERE TO SUPPORT THE AUTHORS AND VOICE MY SUPPORT FOR THE INITIATIVE.

THANK YOU SO MUCH FOR ALL YOUR WORK.

WE HAVE SEEN EACH OTHER VERY RECENTLY AND OFTEN.

WE WANT TO MAKE SURE THE CITY OF BOSTON IS TAKING EVERY POSSIBLE STEP WE CAN NOT TO JUST PUT THE POLICIES IN PLACE BUT TO PUT OUR MONEY WHERE OUR MOUTH IS.

MAKING SURE WE'RE OPENING UP EQUITY WITH THE CONTRACTORS OF THE CITY AS WELL AS CONTINUING TO STRENGTHEN THE BRJP AND

LIVING WAGES.

>> THAT WILL CONCLUDE THIS
PANEL.

THANK YOU BOTH, CHIEF AND
TRAVIS.

WE'RE GOING TO SHIFT TO THE
UNION PANEL.

I SEE MY GOOD FRIEND BRIAN
DOUGHERTY IS HERE.

IF THEY CAN COME DOWN TO THE
WELL.

ENJOY YOUR WEEKEND, TRAVIS.

>> BRIAN, IS THERE ANYONE THAT
I --

>> [OFF MIC].

>> VERY GOOD.

THANK YOU.

WELCOME, EVERYBODY, TO THE
BOSTON CITY COUNCIL CHAMBER.

WANT TO START OFF, BRIAN?

INTRODUCE YOURSELF FOR THE
RECORD AND ANY AFFILIATION THAT
YOU-ALL HAVE.

THEN WE'LL GO RIGHT DOWN THE
LINE.

>> THANK YOU, COUNCILOR FLAHERTY
AND COUNCILOR FLYNN AND
COUNCILOR EDWARDS, COUNCILOR
ESSAIBI-GEORGE, COUNCILOR WU.
JUST ON BEHALF OF BUILDING
TRADES, WE APPRECIATE ALL YOUR
ADVOCACY TO STRENGTHEN OUR
COMMUNITIES IN THE CITY OF
BOSTON.

MY NAME IS BRIAN DOUGHERTY.
LIFELONG BOSTON RESIDENT.

GREW UP IN DORCHESTER AND ALSO
HAVE THE PRIVILEGE OF BEING HERE
WITH SEVERAL OF MY SISTERS AND
BROTHERS IN THE LOCAL UNIONS TO
TALK ABOUT ADDITIONAL EQUITY IN
THE CONSTRUCTION INDUSTRY.

I WOULD JUST LIKE TO START BY
SAYING I THINK YOU'LL MEET THE
REST OF THE PANELISTS AFTER I
FINISH, AND I APPRECIATE THE
PANELISTS BEING ALONGSIDE ME
HERE.

THIS IS A VERY IMPORTANT TOPIC.

WE'RE HERE TO SAY THAT WE
SUPPORT ANY INITIATIVE THAT
WOULD STRENGTHEN EQUITY,
STRENGTHEN INCLUSIVITY, AND
STRENGTHEN ACCESS TO JOBS THAT

PAY GOOD BILLS, PROVIDE GOOD HEALTH CARE BENEFITS, AND RETIREMENT AFTER A CAREER LIFE'S WORK.

THE BUILDING TRADES FOR A LONG TIME HAS NOT PROVIDED THE INTENTIONAL EFFORTS TO MAKE SURE THAT EQUITY IS MET IN OUR INDUSTRY.

THE BUILDING TRADES UNIONS ARE COMMITTED TO ACCESS TO WAGES AND BENEFITS.

BUT FOR 100 YEARS, IT WAS FOR VERY FEW PEOPLE.

THE PATH IS SHAMEFUL.

OVER THE PAST FEW YEARS, WE'RE DOING OUR BEST TO CHANGE THE HISTORY BECAUSE WE HAVE A TEAM IN PLACE THAT'S COMMITTED TO MAKING THINGS BETTER FOR EVERY PERSON, SO WE'RE HERE TODAY TO SAY WE OWN OUR HISTORY.

I THINK WE HAVE AN INCREDIBLE TEAM HERE IN THIS ROOM TODAY AND OUTSIDE THAT ARE FOCUSED ON CREATING GREATER EQUITY FOR EVERYONE.

I WOULD LIKE TO THANK THE TRADES MEMBERS WHO ARE HERE TODAY, WHO LEFT THEIR LUNCHTIME AND COULD STILL BE WORKING, BUT DECIDED TO JOIN US FOR THIS VERY IMPORTANT CONVERSATION.

AGAIN, I'VE BEEN DOING THIS FOR ABOUT 20 YEARS.

I WORKED IN THE TRADES AND HAD THE OPPORTUNITY SIX YEARS AGO TO JOIN A NONPROFIT ORGANIZATION UNDERNEATH OR WITHIN THE BUILDING TRADES UNIONS.

MY PREDECESSOR, MARTIN WALSH, TOOK OVER THE BUILDING TRADES UNION IN 2007.

HE SAID IT IS A GREAT THING FOR FAMILIES, GOOD WAGES, BENEFITS, ACCESS TO APPROPRIATE TRAINING, SAFE WORK SITES.

AGAIN, THAT DIGNIFIED RETIREMENT, BUT IT DOESN'T DO IT FOR EVERYONE.

HE SAID WE HAVE TO DO IT FOR EVERYONE.

HE RALLIED A TEAM TOGETHER.

WE SAID THIS IS THE DIRECTION WE

WANT TO GO.

FOR THE PAST SIX YEARS, WE HAVE BEEN PUTTING AN INTENTIONAL EFFORT INTO PLACE TO MAKE SURE WE HAVE RACIAL, SOCIAL, GENDER, EVERY FORM OF EQUITY BECAUSE THAT'S WHAT UNIONS REPRESENT. THAT'S WHAT THE BOSTON BUILDING TRADES UNIONS ARE HERE TO SAY TODAY.

IT IS A PRETTY SIMPLE STORY, ONE THAT WE REACHED OUT TO WITH SEVERAL OF OUR PARTNERS AND MEMBERS.

ONE WOMAN SAID I'M SORRY I CAN'T BE THERE TOMORROW, BUT PLEASE SHARE SOME OF MY STORY.

I'M GOING TO TELL THE BRIEFEST COMPONENT OF IT ON HER BEHALF. SHE HAS TWO KIDS.

FOR A LONG TIME, I TRIED A JOB THAT PAID \$8 AN HOUR, 10, 12, 14 AND I COULDN'T MAKE ENDS MEET. AT THE TIME, I WAS PROVIDING GROCERIES FOR MY KIDS ON FOOD STAMPS.

I WAS LIVING IN PUBLIC HOUSING. AT THE BUILDING TRADE UNION WE SUPPORT THAT.

IF THEY NEED ADDITIONAL HELP, WE SUPPORT SOCIETY MAKING SURE THEY HAVE EVERYTHING IN PLACE TO MAKE SURE THEY LIVE A SUSTAINABLE AND PRODUCTIVE AND HEALTHY LIFESTYLE, BUT SHE SAID SOMETHING DIFFERENT HAPPENED.

I WENT TO BUILDING PATHWAYS. I GOT AN OPPORTUNITY TO WORK IN THE BUILDING TRADES UNIONS. FIVE YEARS LATER, I PAY FOR MY GROCERIES IN CASH.

I AM BUYING MY FIRST HOME MYSELF.

SHE WENT ON TO SAY I'M FORTUNATE, BUT THIS SHOULD NOT BE A MATTER OF FORTUNE.

THIS SHOULD BE A BASIC STANDARD FOR ANYONE WHO WORKS IN CONSTRUCTION AND WE AGREE.

ANY ADDITIONAL SPOTLIGHT OR ANY ADDITIONAL TRANSPARENCY OR ANY COMMISSION THAT SAYS WE WANT TO MAKE SURE THERE'S STANDARDS IN PLACE AND EVERYONE HAS ACCESS TO

HIGH STANDARDS, THE UNIONS FULLY SUPPORT IT.

WE WERE PROUD TO SUPPORT MAYOR WALSH'S INITIATIVE IN 2017.

WE'RE PROUD TO SUPPORT THINGS THAT WILL CONTINUE TO CREATE GREATER EQUITY.

WE HEARD FROM SOME OF OUR PANELISTS EARLIER TODAY.

WE SUPPORT THE BOSTON EMPLOYMENT COMMISSION AND THE BOSTON RESIDENCY JOB POLICY.

WE HEARD FROM BARROS AND WATSON. THEY ARE COMMUNITY ADVOCATES TO MAKE SURE PEOPLE HAVE ACCESS TO GOOD JOBS AND GOOD HOMES AND HEALTH CARE AND ALL THE THINGS WE SHOULD BE REPRESENTING AS BOSTON, AND WE FULLY SUPPORT THEM.

THAT'S A PRETTY SIMPLE STATEMENT.

AS FAR AS WE'RE CONCERNED, WE 100% ANYTHING -- THE ADVOCACY YOU CAN CREATE AND OUR COMMUNITY PARTNERS CAN CREATE THAT SHINES A GREATER LIGHT ON ANY INEQUITIES, THE UNIONS WILL SUPPORT THAT.

IN ADDITION, WE KNOW YOU DO HARD WORK AND UNDERSTAND WHAT WE REPRESENT.

IF ANYBODY WOULD LIKE TO COME BY AND SEE OUR TRAINING CENTERS AND JOB SITE, SEE THE DIFFERENCE THAT CAN BE MADE WHEN YOU GIVE WORKERS A VOICE, WE WOULD LOVE TO ENTERTAIN YOU AND BE HOSPITABLE TO YOUR VISIT.

WE'RE PROUD TO BE PART OF THE CONVERSATION.

WE, AS A COMMUNITY, NEED TO FOCUS ON THESE THINGS TO CREATE A BRIGHTER FUTURE.

THANK YOU FOR THE TIME.

>> THANK YOU, BRIAN.

>> GOOD AFTERNOON, COUNCILOR EDWARDS, COUNCILOR FLAHERTY, COUNCILOR FLYNN.

THANK YOU FOR ALLOWING ME TO SIT HERE TODAY AND TO TELL YOU MY STORY.

TODAY, I'M SITTING HERE TO EXPLAIN TO YOU HOW IMPORTANT THE

UNIONS ARE FOR ME AND MY OWN PERSONAL JOURNEY. BEING A HIGH SCHOOL GRADUATE FROM A TRADE SCHOOL MYSELF, GRADUATED FROM LYNN TECH, I HAD A KID IN MY SENIOR YEAR, SO I KNEW THAT I NEEDED A CAREER, NOT A DEAD-END JOB.

WITH THAT BEING SAID, I APPLIED SEVERAL TIMES TO LOCAL 103s. BEING ACCEPTED IN 2005 -- 2006, I'M SORRY, INTO TELECOMMUNICATIONS, I KNEW I STILL WANTED TO BE AN ELECTRICIAN.

I CONTINUED TO APPLY AGAIN. I THEN GOT ACCEPTED IN 2007 INTO AN ELECTRICAL PROGRAM. I WAS ACTIVELY INVOLVED IN THE UNION.

I SAT ON -- I WAS VICE PRESIDENT FOR THE FIRST YEAR FOR MY APPRENTICESHIP COUNCIL. SECOND YEAR, I WAS RECORDING SECRETARY.

WITH THAT BEING SAID, I THEN DISCONTINUED WORKING IN THE FIELD SEVERAL YEARS LATER BUT STILL BEING INVOLVED IN THE UNION I GOT MY LICENSE, HAD A KID.

I HAVE A 1-YEAR-OLD -- I'M SORRY.

AT THE TIME, HE WAS 10 YEARS OLD, SO HE WOULD GET UP IN THE MORNING WITH ME, 4:00 IN THE MORNING, LEAVE THE HOUSE AT 5:00 IN THE MORNING SO I COULD BE AT THE JOB SITE AT 6:00 IN THE MORNING.

I WAS ABLE TO PURCHASE MY HOME FOUR YEARS AGO IN DORCHESTER. WITH RECOGNITION OF MY TIRELESS VOLUNTEER WORK AT LOCAL 103, MY BUSINESS MANAGER APPOINTED ME. WHEN I FIRST STARTED, I JUST WANTED TO SHARE THIS.

LOCAL 103, I WOULD OFTENTIMES BE THE ONLY FEMALE, THE ONLY PERSON OF COLOR, FOR THE PARTICULAR COMPANY I WAS WORKING FOR.

FAST-FORWARD.

FIVE YEARS AGO, I COULD SEE THE

DIFFERENCE AND THE CHAIN.

I ASSUME THE BOSTON CITY COUNCIL
MADE SURE THAT REPRESENTATION
DOES MATTER.

WITH THE GROWTH OF MORE WOMEN,
WITH MORE PEOPLE OF COLOR, AND
THEN WITH ME BEING A BUSINESS
AGENT AT LOCAL 103 AS OF LAST
YEAR, WE HAVE WORKED WITH
MILLENNIUM PARTNERS.

WE HAVE PUSHED FORWARD OUR
EFFORTS TO ENGAGE WITH OUR LOCAL
COMMUNITY AND MADE SURE THAT THE
COMMUNITY KNOWS LOCAL 103
EXISTS.

WE HAVE REACHED OUT THERE
TWITTER, INSTAGRAM, FACEBOOK,
SPOTIFY.

I KNOW WITH THAT EFFORT THAT
JUST GOES TO SHOW THAT LOCAL 103
MAKES SURE THAT WE'RE
REPRESENTED.

>> THANK YOU FOR YOUR GREAT
STORY.

>> GOOD AFTERNOON.

THANK YOU FOR HAVING US,
COUNCILOR FLAHERTY, COUNCILOR
EDWARDS, AND COUNCILOR FLYNN.
MY NAME IS MARY VOGEL.

I'M EXECUTIVE DIRECTOR OF
BUILDING PATHWAYS, WHICH HAS
BEEN TALKED ABOUT A BIT THIS
AFTERNOON, AS WELL AS A BOARD
MEMBER AND TREASURER OF THE
NORTHEAST CENTER FOR TRADES
WOMENS EQUITY.

THESE ARE BOTH NONPROFIT
ORGANIZATIONS THAT ARE BASED IN
ROXBURY THAT ARE DEDICATED TO
INCREASING THE RETENTION OF
WOMEN, PEOPLE OF COLOR, AND
BOSTON RESIDENTS IN THE BUILDING
TRADES.

I HAVE BEEN WORKING WITH THE
UNION BUILDING TRADES FOR 35
YEARS FIRST AS AN ATTORNEY AND
MORE RECENTLY ADMINISTERING
VARIOUS NONPROFIT ORGANIZATIONS
THAT ADDRESS WORKERS' RIGHTS.

I'VE BEEN WITH BUILDING PATHWAYS
AT ITS LAUNCH IN 2007 AND BECAME
ITS EXECUTIVE DIRECTOR IN 2017.
AS BRIAN SAID, RECOGNIZING THAT

THE CONSTRUCTION INDUSTRY WAS FACING AN AGEING WORKFORCE, THE AVERAGE AGE OF A CONSTRUCTION WORKER IN MASSACHUSETTS AND NATIONALLY IS ABOUT 47.

MAYOR WALSH, WHO WAS THEN HEAD THE BOSTON BUILDING TRADES, RECOGNIZED THAT WE HAD TO CREATE A BETTER PIPELINE TO ENSURE THAT WOMEN AND PEOPLE OF COLOR, WHO WERE UNDERREPRESENTED IN THE INDUSTRY, HAD ACCESS AND OPPORTUNITIES TO THESE JOBS.

SO, IN PARTNERSHIP WITH BOSTON HOUSING AUTHORITY, WE CREATED BUILDING PATHWAYS IN 2011.

PROVIDING ACCESS AND OPPORTUNITIES TO JOBS THAT PEOPLE CAN HAVE WITHOUT A COLLEGE EDUCATION IS PROBABLY ONE OF THE LAST INDUSTRIES WHERE THIS IS TRUE, WHERE YOU CAN EARN A GOOD SALARY, BENEFITS, RETIRE IN DIGNITY WITHOUT THAT COLLEGE EDUCATION.

THROUGH APPRENTICESHIP PREPAREDNESS PROGRAMS, OUTREACH TO YOUNG ADULTS, AND ADVOCACY, BUILDING PATHWAYS ADDRESSES THAT NEED WHILE OPENING PATHWAYS TO WOMEN, PEOPLE OF COLOR, AND AT-RISK ADULTS.

WE ARE THE ONLY PROGRAM OF ITS KIND IN BOSTON THAT WAS LAUNCHED BY THE BUILDING TRADES AND STILL MAINTAINS THAT RICH PARTNERSHIP WITH ALL OF OUR LOCAL UNIONS, THEIR APPRENTICESHIP PROGRAM, SKILLS AND INFORMATION THEY NEED TO BE BETTER PREPARED TO ENTER THAT APPRENTICESHIP PROGRAM.

SINCE ITS FOUNDING, WE HAVE GRADUATED 255 TRAINEES IN 18 TRAINING CYCLES.

WE UPPED OUR TRAINING CAPACITY BACK IN 2015.

WE HAVE A GRADUATION RATE OF OVER 93%.

THAT'S GOING TO INCREASE WITH OUR CURRENT CYCLE OF 19 PARTICIPANTS.

OVER 86% OF OUR PARTICIPANTS ARE PEOPLE OF COLOR AND 42% WOMEN.

WE HAVE ACHIEVED A PLACEMENT

RATE OF OVER 85% IN UNION APPRENTICESHIPS AND OTHER INDUSTRY-RELATED EMPLOYMENT. WE'VE PLACED OUR GRADUATES IN ALL OF THE TRADES AND WITH OVER 60 EMPLOYERS, SOME OF WHOM HAVE ACCEPTED MULTIPLE PLACEMENTS. ALTHOUGH WE'RE NOT SPECIFIC -- WE DON'T ONLY TAKE BOSTON RESIDENTS.

A VAST MAJORITY OF OUR PARTICIPANTS AND GRADUATES ARE BOSTON RESIDENTS.

WE ARE NOW IN OUR 19th TRAINING CYCLE WITH 19 PARTICIPANTS WHO WILL GRADUATE ON DECEMBER 13th. YOU ARE WELCOME TO ATTEND THAT GRADUATION AND TO WITNESS WITH YOUR OWN EYES THE OPPORTUNITIES THAT BUILDING PATHWAYS PROVIDES. IT WILL BE AT THE SHEET METALWORKERS AT 11:00, SO YOU'RE WELCOME TO ATTEND.

THESE OUTCOMES ARE LARGELY DUE TO RICH PARTNERSHIPS WE HAVE

ESTABLISHED WITH OUR INDUSTRY STAKEHOLDERS.

THEY ARE INVOLVED FROM THE APPLICATION PROCESS ON TO PLACEMENT.

WE HAVE AN ADVISORY COMMITTEE OF OVER 20 EMPLOYERS.

WE DO THAT TO ENSURE THAT OUR PROGRAM SATISFIES THEIR NEEDS AS WELL AS SHARING BEST PRACTICES IN EMBEDDING DIVERSITY AND INCLUSIVITY INTO THEIR OPERATIONS.

THERE'S BEEN A LOT OF TALK AT THE OUTSET OF A NEED TO CREATE A BETTER PIPELINE TO GET BOSTON RESIDENTS AND PEOPLE OF COLOR AND WOMEN INTO THE TRADES.

WE LAUNCHED A FIRST OF ITS KIND STATEWIDE RECRUITMENT AND MARKETING INITIATIVE CALLED BUILD A LIFE THAT WORKS.

THIS IS REALLY TARGETING WOMEN, TO TRY TO GET MORE WOMEN INTO THE BUILDING TRADES CAREER.

WE HAVE HAD ADVERTISING IN BUS

SHELTERS, ON MBTA BUSES.

THAT ADVERTISING FEATURES ONE OF OUR BUILDING PATHWAYS GRADUATES, WHO IS NOW A JURY WOMAN PIPE FITTER.

WE ALSO HOST MONTHLY TRADES WOMENS TUESDAYS IN BOSTON. YOU'RE WELCOME TO ATTEND THOSE AS WELL.

WE HAVE OUR NEXT ONE NEXT TUESDAY.

WE HAVE HAD OVER 375 WOMEN ATTEND THOSE OPEN HOUSES IN BOSTON, AND THOSE ARE WOMEN WHO HAVE INDICATED AN INTEREST IN AT LEAST EXPLORING THESE OPPORTUNITIES TO GET INTO THE TRADES.

WHAT'S GREAT ABOUT THESE OPEN HOUSES IS THAT WE HAVE TRADES WOMEN THAT ATTEND EVERY ONE, AND THEY SHARE THEIR EXPERIENCES IN THE INDUSTRY.

AGAIN, PLEASE JOIN US NEXT TUESDAY.

I HAVE A FLIER IN MY PACKET TO SHARE WITH YOU.

WE ALSO ENGAGE IN EXTENSIVE OUTREACH TO OUR SCHOOLS TO MAKE SURE THAT THAT NEXT GENERATION IS AWARE OF CAREER OPPORTUNITIES IN THE BUILDING TRADES.

WE ARE COFOUNDERS OF THE MASSACHUSETTS GIRLS IN TRADES, WHICH IS A PARTNERSHIP BETWEEN UNIONS, CONTRACTORS, DEVELOPERS, INDUSTRY ORGANIZATIONS, AND EDUCATIONAL INSTITUTIONS WITH THE GOAL OF SUPPORTING AND ENCOURAGING FEMALES IN CAREER TECH ED PROGRAMS TO CONTINUE TO PURSUE A CAREER IN THE BUILDING TRADES.

SINCE ITS FOUNDING IN 2015, WE HAVE SPONSORED SIX CONFERENCES AND CAREER FAIRS ACROSS MASSACHUSETTS FOR OVER 1400 CAREER TECH ED STUDENTS, THEIR ADVISORS, AND INDUSTRY STAKEHOLDERS.

IN 2016, BUILDING PATHWAYS LAUNCHED A HIGH SCHOOL ROAD SHOW TO REACH STUDENTS WHO ARE IN SCHOOLS IN GREATER BOSTON. WE HAVE REACHED OVER 1,000

STUDENTS THROUGH THAT ROAD SHOW. THIS FALL, IN PARTNERSHIP WITH THE BOSTON HOUSING AUTHORITY AND MADISON PARK, WE LAUNCHED A CAMP FOR MIDDLE SCHOOL STUDENTS IN BOSTON SO THEY CAN BE INTRODUCED TO THE TRADES AND HOPEFULLY THIS WILL ALSO SERVE AS A RECRUITMENT MECHANISM FOR MADISON PARK.

WE HAVE 15 MIDDLE SCHOOL STUDENTS ENROLLED IN THAT PROGRAM, AND THEY'RE ROTATING BETWEEN EACH OF THE FIVE TRADES AT THAT SCHOOL.

WE ACTUALLY HAD TO TURN AWAY 15 APPLICANTS.

OUR WORK TO CREATE A BETTER PIPELINE IS SUPPORTED BY OUR ADVOCACY TO PROMOTE POLICIES AND PRACTICES SUCH AS THE BOSTON JOBS RESIDENCY POLICY TO PROMOTE GREATER DEMAND FOR HISTORICALLY UNDERREPRESENTED GROUPS IN THE INDUSTRY.

AS I NOTED, WE ARE COLEADERS OF THE POLICY GROUP ON TRADES WOMENS ISSUES, WHICH IS COMPRISED OF OVER 80 AGENCIES THAT ARE DEDICATED TO WOMEN RECRUITMENT IN THE INDUSTRY.

WE MADE A DECISION NINE AND A HALF YEARS AGO THAT IT IS A GOOD THING TO DO BECAUSE IT INCENTIVIZES THE HIRING OF WOMEN OF COLOR AND BOSTON RESIDENTS ON THESE JOBS.

OVER 50% OF THE HOURS WORKED BY TRADES WOMEN HAVE BEEN WORKED BY WOMEN OF COLOR.

WE ALSO PROVIDE TECHNICAL ASSISTANCE TO ANY STAKEHOLDER IN THE INDUSTRY.

I SHARED WITH THE COUNCIL OUR RECENTLY UPDATED FINISHING THE JOB BEST PRACTICES IN DIVERSE WORKFORCE IN THE CONSTRUCTION

INDUSTRY.

IT'S A HOW-TO MANUAL FOR ANY STAKEHOLDER IN THE INDUSTRY TO MAKE SURE WE'RE CREATING A DIVERSE WORKFORCE, AND WE ARE AVAILABLE TO MAKE A CUSTOMIZED PRESENTATION TO THE COUNCILORS

OR WE'LL DISCUSS THAT BEST PRACTICES MANUAL IF YOU'RE INTERESTED IN KNOWING MORE ABOUT THAT.

THEN RECOGNIZING THAT CHILD CARE CAN BE A BARRIER, PARTICULARLY TO THE ENTRY OF WOMEN INTO THE CONSTRUCTION INDUSTRY, WE ARE PART OF A -- WE'RE COFOUNDERS OF THE CHILD AT WORKS CAMPAIGN, WHICH WAS LAUNCHED BY COMMUNITY LABOR UNITED TO ADDRESS THE ISSUE OF ACCESS TO QUALITY AFFORDABLE CHILD CARE FOR WOMEN AND FAMILIES WHO WORK NONTRADITIONAL HOURS, SUCH AS THEY DO IN OUR INDUSTRY.

THAT'S JUST A SNAPSHOT OF THE WORK THAT WE'RE DOING DAY IN AND DAY OUT.

WE RECOGNIZE THAT THERE'S MORE WORK TO BE DONE TO MAKE SURE WE'RE MEETING THE REQUIREMENTS OF THE BOSTON JOBS RESIDENCY POLICY, BUT OUR COLLECTIVE EFFORTS OVER THIS TIME HAVE PAID OFF.

I SHARED WITH THE COUNCIL A DIVISION OF APPRENTICESHIP DATA FOR THE THIRD QUARTER OF 2018. OVER 93% OF ALL WOMEN WHO ARE IN BUILDING TRADES APPRENTICESHIP PROGRAMS ARE IN UNION PROGRAMS. THAT'S TRIPLED SINCE 2012.

OVER 90% OF PEOPLE OF COLOR ARE IN UNION PROGRAMS.

WOMEN'S PARTICIPATION IN UNION APPRENTICESHIP PROGRAMS STANDS AT ABOUT 8.37% VERSUS 3.9% FOR NON-UNION PROGRAMS, SO THERE IS PROGRESS TO BE MADE, BUT WE'VE CERTAINLY MADE PROGRESS SINCE 2012.

WE WILL CONTINUE TO DO THIS WORK BECAUSE IT IS NOT ONLY A MORAL AND LEGAL IMPERATIVE, BUT IT ACTUALLY IN OUR INDUSTRY IT BENEFITS THE BOTTOM LINE.

THERE'S A WEALTH OF INFORMATION OUT THERE, DATA, THAT SHOWS THAT THIS MAKES A SOUND BUSINESS CHOICE, SO THANK YOU AGAIN FOR ENTERTAINING OUR COMMENTS TODAY.

I WILL SHARE SOME OF THE

MATERIALS THAT I WASN'T ABLE TO
EMAIL WITH YOU.

>> VERY GOOD.

THANK YOU.

>> HELLO.

WELCOME.

THANK YOU FOR HAVING ME.

THANK YOU FOR HAVING ME,
COUNCILOR FLYNN, FLAHERTY, AND
EDWARDS.

I CURRENTLY LIVE IN DORCHESTER,
MASSACHUSETTS, BUT I GREW UP IN
ROXBURY, MASS.

IN 2012, I WAS A MEMBER OF AN
ALL WOMEN'S CLASS IN BUILDING
PATHWAYS, BUT MY STORY IS A
LITTLE DIFFERENT.

I DID HAVE A JOB FOR A VERY LONG
TIME AS A FINANCIAL RECRUITER,
BUT IT WAS A CONTRACT JOB.
THAT JOB DID NOT OFFER BENEFITS.
SIX YEARS AGO, WHEN MY DAUGHTER
NEEDED TO GO TO COLLEGE, I
NEEDED TO MAKE A DECISION.

THAT DECISION, FOR ME, WAS TO
JOIN BUILDING PATHWAYS SO I
COULD GET MYSELF INTO A CAREER
THAT WOULD OFFER ME BENEFITS,
RETIREMENT, PENSION, AND MY
ABILITY TO PUT HER THROUGH
COLLEGE.

I CAME FROM A COMMUNITY THAT WAS
POORER THAN POOR, BUT NOW I WAS
ABLE TO PUT MY DAUGHTER THROUGH
UMASS BOSTON.

SHE GRADUATED WITH A BACHELOR'S
DEGREE IN BIOLOGY LAST YEAR.

UNION JOBS ARE VERY IMPORTANT TO
ME.

I FEEL LIKE THEY OFFER
OPPORTUNITY FOR WOMEN THAT ARE
SINGLE MOTHERS TO BE
INDEPENDENT, TO PUT THEIR KIDS
THROUGH COLLEGE, AND TO PURCHASE
HOMES, EVEN IF THEY DON'T NOT
HAVE A TWO-PARENT HOUSEHOLD.

I SUPPORT UNION JOBS IN THE CITY
OF BOSTON, ESPECIALLY FOR WOMEN.

>> VERY GOOD.

THANK YOU VERY MUCH.

I HAVE NO QUESTIONS OF THIS
PANEL BECAUSE I KNOW THE GREAT
WORK YOU GUYS ARE DOING.

BRIAN, CONGRATULATIONS ON

BECOMING A BUSINESS AGENT.

THAT'S TREMENDOUS.

MARY ON THE PATHWAYS PROGRAM,

CONGRATULATIONS TO YOU IN

FINDING YOUR WAY.

THAT'S JUST GREAT STUFF.

DO MY COLLEAGUES HAVE ANY

QUESTIONS OF THIS PANEL?

>> JUST BRIEF.

FIRST, I WANT TO THANK YOU,

BRIAN, FOR ACKNOWLEDGING THE

HISTORY THAT BROUGHT US HERE TO

THIS IMPORTANT CONVERSATION.

I THINK TO TALK ABOUT HOW WE'RE

GOING TO COME UP WITH SOLUTIONS

WITHOUT REALIZING THERE'S BEEN

INTENTIONAL OUTRIGHT RACISM,

SEXISM TO EXCLUDE PEOPLE FOR A

LONG TIME THAT WE'RE TRYING TO

COMPENSATE FOR WITH THESE

WONDERFUL PROGRAMS, IT'S WORTH

HAVING THAT ACKNOWLEDGMENT, SO I

APPRECIATE THAT.

IN GENERAL, I'M CURIOUS, MS.

VOGEL, WITH YOUR PROGRAM, A LOT

OF THEM ARE JUST COMING ONLINE.

ALSO WHAT'S GREAT ABOUT THEM IS

THEY'RE REACHING VERY, VERY --

DOWN TO MIDDLE SCHOOL-AGED KIDS.

WHAT ARE YOUR PLANS TO TRACK

THOSE KIDS AND THAT RECRUITMENT

AND THOSE TOUCHPOINTS FROM THOSE

ROAD SHOWS ALL THE WAY TO

POSSIBLY BEING AN APPRENTICESHIP

TO JOURNEYMAN AND SO FORTH?

WHAT'S YOUR LONG-TERM TRACKING?

>> IN TERMS OF OUR MASS GIRLS IN

TRADE INITIATIVE, WE DISCUSSED

AT OUR LAST STEERING COMMITTEE

HOW WE'RE GOING TO TRACK THE

GIRLS WHO ARE PARTICIPATING IN

THOSE OPPORTUNITIES IN ADDITION

TO THE CONSTRUCTION CAREER FAIR.

WE ALSO HAVE AN EQUITY

LEADERSHIP COUNCIL THAT MANY OF

THOSE GIRLS PARTICIPATE IN, SO

WE RECOGNIZE THAT THERE'S A NEED

TO TRACK TOUCHING THOSE GIRLS

AND WHETHER THEY ACTUALLY GO ON

TO CONTINUE THEIR

APPRENTICESHIP.

THE SCHOOLS DO TRACK

APPRENTICESHIP OUTCOMES.

WE HAVE TO GET ACCESS TO THAT

DATA.
IN TERMS OF OUR OWN ROAD SHOW,
PRESENTLY, WE DON'T HAVE THE
CAPACITY TO DO THAT, BUT OUR
GOAL IN THAT REGARD IS TO EXPOSE
CHILDREN TO THESE OPPORTUNITIES
BECAUSE I DON'T THINK THEY
OFTENTIMES LEARN ABOUT THEM.
THEY MAY NOT BE IN A FAMILY
WHERE THERE'S A TRADE OR THEY
JUST OTHERWISE HAVEN'T HEARD
ABOUT THESE OPPORTUNITIES.
AND I'D ALSO LIKE TO SAY
ALTHOUGH WE RECOGNIZE -- WE CALL
THIS THE OTHER FOUR-YEAR DEGREE,
GOING THROUGH AN APPRENTICESHIP
PROGRAM, MOST OF OUR
APPRENTICESHIP PROGRAMS HAVE
ARTICULATION AGREEMENTS WITH TWO
OR FOUR-YEAR COLLEGES.

APPRENTICES THAT GO THROUGH A
UNION APPRENTICESHIP PROGRAM CAN
EARN COLLEGE CREDIT.

THEN THEY GET TUITION ASSISTANCE
TO COMPLETE THAT.

>> JUST TO BRING YOU BACK TO THE
DATA, WHICH IS WHERE I'M TRYING
TO HONE IN, YOU'VE HEARD THE
COMMISSION TESTIFY ABOUT THAT,
ABOUT HOW IMPORTANT THAT IS, THE
WHOLE POINT OF TRYING TO CREATE
ANOTHER COMMISSION IS ABOUT THAT
AND ACCESS TO THAT.

I WOULD REALLY ENCOURAGE THEN TO
HAVE A TRACKING MECHANISM TO SEE
HOW THESE TOUCHPOINTS REALLY DO
OR DON'T WORK BECAUSE THAT'S A
CONCERN.

A LOT OF THESE CONVERSATIONS ARE
INVITING THE UNIONS TO TALK
ABOUT DATA.

I WOULD SAY YOUR PROGRAM IS
PROBABLY A UNION SUPPORTED IF
NOT CREATED BY -- IT'S WONDERFUL
TO SEE IT, BUT TO SEE WHO THE
GIRLS ARE, WHERE THEY'RE COMING
FROM, HOW THEY'RE GOING ABOUT IS
VITAL TO THIS CONVERSATION GOING
FORWARD.

ONE OF THE OTHER QUESTIONS I
HAVE, I THINK, FOR THE ENTIRE
PANEL, WHOEVER FEELS LIKE
ANSWERING IT, IS IN AN OPINION

AT ALL ABOUT WHETHER WE SHOULD HAVE A SEPARATE COMMISSION TO DO THIS OR NOT?

YOU HEARD THE BEC TESTIFY THAT THEY FELT A LOT OF WHAT WE WERE ASKING FOR IN THIS PROPOSED ORDINANCE IS SOMETHING THEY CAN DO OR ARE ALREADY DOING IT. DO YOU HAVE AN OPINION?

>> THANK YOU FOR THE QUESTION. I THINK WHAT WE HEARD TODAY IS -- I THINK IT'S IMPORTANT TO ENGAGE IN THIS CONVERSATION TO FIGURE OUT WHAT IS THE BEST PATH FORWARD.

JUST TO CLARIFY ON THE LAST COMPONENT, THE ROAD SHOW THAT WE PUT TOGETHER WAS TO TOUCH ALL VOCATIONAL HIGH SCHOOLS IN MASSACHUSETTS TO CREATE GREATER AWARENESS FOR CAREERS THAT UNIONS REPRESENT, BUT THAT'S ONE OF SEVERAL INITIATIVES.

WE'RE TRACKING THAT DATA, AND WE'RE TRACKING THE DATA IN ALL OUR OTHER INITIATIVES TOO.

OUTCOMES ARE VERY IMPORTANT. WE'RE SEEING BETTER RESULTS OVER THE PAST SIX YEARS.

I THINK THAT'S A LONG WAY TO GO, BUT SOME OF THAT IS STARTING AND HAPPENING NOW.

>> WE ARE ACTUALLY IN THE PROCESS NOW SETTING UP A MECHANISM TO TRACK THEM. WHETHER THEY APPLY TO AN APPRENTICESHIP OR NEED SERVICES TO MAKE SURE THEY'RE ELIGIBLE FOR AN APPRENTICESHIP.

>> THEY CAME THIS FAR BUT ULTIMATELY DIDN'T PULL A TRIGGER, WHY.

YOU'RE ABLE TO CONTACT THEM TO FIGURE OUT WHETHER IT WAS BABYSITTING OR ALL THESE DIFFERENT THINGS.

I THINK IT IS REALLY VITAL TO FIGURE OUT HOW YOU INCREASE THAT.

IT'S BEEN 255 GRADUATES --

>> WITH 19 --

>> PLUS 19.

WITH THE 255 IN THE LAST 11 YEARS, THAT'S ABOUT 36 A YEAR.

>> WE ARE NOW AT --
>> SINCE 2012, SO SIX YEARS.
>> SIX YEARS.
>> WE WERE DOING TWO CYCLES PER YEAR, 15 PER CYCLE.
WE'RE NOW UP TO THREE CYCLES PER YEAR.
IT IS USUALLY 18, BUT THIS CYCLE HAPPENED TO HAVE 19.
WE ARE THE TRAINING PROVIDER AND ASSIST WITH PLACEMENT FOR THE MAYOR'S OPERATION EXIT PROGRAM, WHICH TARGETS FORMERLY INCARCERATED YOUNG ADULTS.
I DON'T HAVE STATISTICS WITH ME NOW.
THE CITY KEEPS THOSE, BUT THAT'S ANOTHER PROGRAM THAT WE'RE USING TO INCREASE OUR PIPELINE.
>> WHAT CAN WE DO TO HELP YOU INCREASE YOUR PIPELINE IS MY POINT?
>> GET THE WORD OUT.
>> GET THE WORD OUT.
IS THAT REALLY IT?
>> IF WE WERE TO GET THE WORD OUT, THERE WOULD BE MORE PEOPLE APPLYING.
>> I'M ASKING YOU ABOUT RESOURCES, MONEY, STAFF.
WHAT CAN THE CITY ASSIST YOU WITH?
IT IS ALL GOOD STUFF, BUT IT IS VERY SMALL CONSIDERING THE THOUSANDS OF PEOPLE IN THE STREAM, SO WHAT CAN WE DO?
>> THE CITY IS FUNDING US THROUGH A GRANT THAT THEY RECEIVED THROUGH THE UNITED STATES PART OF LABOR.
WE'RE THE LARGEST RECIPIENT OF THAT GRANT.
BEST HOSPITALITY TRAINING IS A CORECIPIENT.
WE RECEIVE FUNDING UNDER BPDA.
FUNDING IS ALWAYS AN ISSUE BECAUSE THESE GRANTS ARE NOT

PERMANENT.
>> FUNDING IS ALWAYS GOOD.
>> THE CITY CONTINUING TO FUND OUR PROGRAM IS ABSOLUTELY NECESSARY.
WE ARE BURSTING AT THE SEAMS IN

OUR SPACE, SO THAT'S ANOTHER
ISSUE WE'RE LOOKING TO ADDRESS
AS WELL.

CLEARLY GETTING THE WORD OUT.
THE BUS SHELTERS WE'RE DOING OUR
ADVERTISING IN, WE NO LONGER
HAVE ACCESS TO THOSE.

MAKING THOSE KINDS OF
ADVERTISING OPPORTUNITIES
AVAILABLE TO US TO MAKE SURE WE
CAN CONTINUE THIS MARKETING
CAMPAIGN.

>> WONDERFUL.

THERE WERE SEVERAL AMENDMENTS
SUGGESTED ABOUT THE DATA TO BE
COLLECTED.

I READ SOME FROM THE BUILDING
TRADES -- I'M SORRY.

>> BUILDING TRADES EMPLOYERS
ASSOCIATION.

>> YEAH.

DO ANY OF YOU HAVE ANY OPINIONS
ABOUT AMENDMENTS ABOUT THE DATA,
THE IMPACT ON THE TRADES TO
PROVIDE CERTAIN DATA?

JUST CURIOUS.

>> IN TERMS OF MAKING SURE THAT
WE UNDERSTAND WHAT THE UNION
CONTRACTORS ARE DOING VERSUS THE
NON-UNION CONTRACTORS, I THINK
THAT'S VERY IMPORTANT DATA TO
COLLECT AND MAKE TRANSPARENT.
PUTTING THE DATA ONLINE WAS
PHENOMENAL BECAUSE AGAIN THAT
SUPPORTS TRANSPARENCY AND MAKES
OUR JOB EASIER IN TERMS OF
DETERMINING WHAT WE NEED TO DO,
WHERE WE NEED TO FOCUS ON OUR
PIPELINE.

>> IF I CAN ADD -- THANK YOU FOR
THAT, MARY.

I WOULD LIKE TO ADD TO THAT
POINT ANY ADDITIONAL ADVOCACY
HELPS.

I THINK WHAT WE'RE RECEIVING
FROM OUR COMMUNITY PARTNERS HAS
BEEN INSTRUMENTAL IN INCREASING
SOME OF THE GAINS WE'VE MADE
OVER THE PAST HALF A DECADE.

I THINK WE COULD INCREASE ALL
THESE RELATIONSHIPS AND
PARTNERSHIPS.

WE WOULD LOVE TO SHOWCASE THEM.
WILL SOME OF THOSE DATA POINTS

HELP IN THIS WORK?

ABSOLUTELY.

ANY ADDITIONAL TRANSPARENCY,
ACCESS TO EQUITY OPPORTUNITIES,
WE WILL SUPPORT THEM.

WE ARE FULLY INTERESTED IN
ENGAGING A PROCESS OF SHOWCASING
THESE BEST PRACTICES.

HERE'S MORE BEST PRACTICES.

THE ANSWER IS YES.

WE WOULD DEFINITELY SUPPORT
ANYTHING THAT LEADS TO GREATER
ACCESS AND EQUITY.

>> I'LL TAKE IT TO UNDERSTAND
THAT THE SUGGESTIONS FROM THE
EMPLOYERS ASSOCIATION AND OTHER
FOLKS FOR MORE DATA IS SOMETHING
YOU'RE NOT OPPOSED TO.

HOW AND WHAT COMMISSION IT COMES
UNDER SEEMS TO BE YOU'RE
AMBIVALENT OR NOT TAKING A
POSITION ON THAT, WHETHER WE
CREATE A NEW COMMISSION OR NOT.

THAT'S WHERE I STARTED, RIGHT?

>> I THINK THERE WERE SEVERAL
VERY IMPORTANT COMMENTS MADE BY
VARIOUS STAKEHOLDERS THAT WE
WOULD DEFINITELY ENTERTAIN THAT
CONVERSATION.

WHICHEVER ONES WORK, WHEREVER WE
PLACE IT, WE SUPPORT IT.

>> YOU'LL BE AT THE TABLE.

>> COUNCILOR FLYNN?

>> THANK YOU, COUNCILOR
FLAHERTY.

I HAD A QUESTION AND COMMENT TO
YOU, BRIAN.

FOR THE LAST TEN YEARS, I HAD
THE OPPORTUNITY TO WORK AS A
PROBATION OFFICER IN SUFFOLK
SUPERIOR COURT.

I KNOW MARY REFERENCED IT, BUT
YOU HAD A GREAT PROGRAM OF
GIVING PEOPLE A SECOND SHOT OR A
THIRD SHOT WITH THE QUARRY.

IF IT WASN'T FOR THE BUILDING
TRADES AND ORGANIZED LABOR, A
LOT OF THESE YOUNG MEN WOULD NOT
BE ABLE TO HAVE A JOB IF IT
WASN'T FOR THE BUILDING TRADES
OF BOSTON, SO I'VE SEEN
PERSONALLY THE NUMBER OF MEN
THAT YOU HELPED GET BACK ON
THEIR FEET INTO AN

APPRENTICESHIP PROGRAM.
YOU PRACTICALLY SAVED THEIR LIFE
AND CHANGED THEIR LIFE.
I KNOW IT DOESN'T GET REPORTED
OFTEN, BUT THAT'S AN INCREDIBLE
PROGRAM THAT YOU GUYS RUN.
I JUST WANT TO ACKNOWLEDGE THAT
AND SAY THANK YOU.
>> THANK YOU, COUNCILOR FLYNN.
WE WERE INVITED TO A
CONVERSATION A FEW YEARS AGO.
MAYOR WALSH INVITED US TO CITY
HALL AND SAID IS THERE WAYS WE
CAN CREATE AS MANY CHANCES AS
FOLKS NEED TO GET ON TO A CAREER
PATH THAT WOULD BE BENEFICIAL
FOR THEM AND THEIR FAMILIES.
WE JUMPED AT THE CHANCE.
WE WERE PROUD TO BE A
QUARRY-FRIENDLY INDUSTRY, AND WE
WERE PROUD THAT UNIONS ADVOCATED
THAT WE HAD TO DO QUARRY REFORM.
I THINK YOU'LL HEAR FROM SOME
FOLKS TODAY ABOUT HOW THAT HAS
BEEN BENEFICIAL FOR THEM AND
THEIR FAMILY.
I THINK IT'S GREAT.
ANYONE THAT WANTS TO ADD TO THAT
EFFORT, WHICH IS ANOTHER
IMPORTANT EFFORT, IS MORE THAN
WELCOME TO JOIN, SO THANK YOU
FOR POINTING THAT OUT.
>> THANK YOU.
MY FINAL THING, I'VE RECEIVED A
LETTER FROM A GOOD FRIEND OF
MINE.
SHE WORKS FOR THE CHINESE
PROGRESSIVE ASSOCIATION.
I JUST WANTED TO HIGHLIGHT A
COUPLE SENTENCES THAT SHE WROTE.
TO ENSURE ALL RESIDENTS IN
BOSTON BENEFIT FROM THE ECONOMIC
WEALTH OF DEVELOPMENT, THE JOBS
CREATED FROM DEVELOPMENT HAVE TO
HELP PEOPLE ACHIEVE SOCIAL
MOBILITY, ESPECIALLY THOSE THAT
ARE MOST VULNERABLE.
THEY CANNOT BE LOW-WAGED JOBS.
ONE OF THE MOST IMPORTANT
FUNCTIONS OF A COMMISSION OR ANY
COMMISSION AND HEARING IN
ENSURING THAT THE JOBS HAVE HIGH
STANDARDS.
THEY SHOULD BE UNION JOBS OR

HAVE THE SAME STANDARDS OF UNION JOBS IN TERMS OF PAY AND BENEFITS WITH A PATHWAY TO UNION JOBS.

IF THESE JOBS DO NOT HAVE UNION STANDARDS, IT WOULD NOT SERVE THE PURPOSE OF HELPING RESIDENTS ACHIEVE SOCIAL AND ECONOMIC JUSTICE.

I JUST WANTED TO SAY THANK YOU TO THE PANELISTS FOR EVERYTHING YOU'RE DOING TO HELP BUILD THIS MIDDLE CLASS IN BOSTON.

>> THANK YOU.

>> COUNCILOR O'MALLEY?

THANK YOU.

I'M GOING TO SHIFT TO THE COMMUNITY PANEL.

I SEE FORMER CITY COUNCILOR CHUCK TURNER IS HERE.

YOU'RE MORE THAN WELCOME TO SIT IN YOUR OLD SEAT IF YOU WANT TO, BUT COME ON DOWN.

I KNOW THERE'S TWO FOLKS HERE FROM BLACK ECONOMIC JUSTICE.

YOU-ALL CAN COME DOWN.

WHILE WE'RE WAITING FOR THE PANEL TO GET IN, IF MICHAEL McDONOUGH IS STILL HERE, GO TO THAT PODIUM RIGHT THERE.

I SEE GREAT BOSTONIAN REGGIE JACKSON, ARTISAN PHOTOGRAPHER. REGGIE, IF YOU WANT TO GRAB THAT PODIUM AND GIVE SOME COMMENTS. GO AHEAD.

YOU HAVE THE FLOOR.

MICHAEL McDONOUGH, PLEASE INTRODUCE YOURSELF FOR THE RECORD.

YOU CAN TESTIFY AS THE GROUP IS COMING IN.

>> THANK YOU, MR. CHAIRMAN.

THANK YOU TO THE COUNCIL.

MY NAME IS MICHAEL McDONOUGH.

I'M THE EXECUTIVE DIRECTOR.

I GREW UP IN DORCHESTER.

OUR ASSOCIATION IS AN ASSOCIATION OF SUBCONTRACTORS.

WE HAVE ABOUT 350 MEMBER COMPANIES REPRESENTING OVER 40 TRADES.

WE COVER ALL OF MASSACHUSETTS, NOT JUST BOSTON.

AND WE HAVE OPEN SHOP AS WELL AS UNION COMPANIES JUST TO GIVE YOU A ROUGH SENSE.

60% OF OUR MEMBER COMPANIES ARE UNION AND 40% ARE NONUNION.

WHEN YOU LOOK AT AN AVERAGE JOB SITE, WHETHER IT IS CITY OF BOSTON ELSEWHERE, 80% TO 85% OF THE WORKERS ON THAT SITE ARE PROBABLY WORKING FOR A SUBCONTRACTOR WHO IS A MEMBER OF ASM.

WE HAVE OUR 350 OR SO MEMBERS REPRESENT MANY THOUSANDS OF WORKERS THROUGHOUT THE STATE.

WE ALSO WORK ON PRIVATE AND PUBLIC CONSTRUCTION JOBS.

I'M FAIRLY NEW MYSELF AT ASM.

JUST BEEN HERE A FEW MONTHS, BUT I'M HAPPY TO SAY OUR ASSOCIATION WE APPLAUD THE CITY OF BOSTON'S EFFORTS TO INCREASE MINORITIES, WOMEN, AND RESIDENTS OF THE CITY IN THE CONSTRUCTION TRADES.

WHEN THE ORDINANCE WAS AMENDED IN 2017, OUR ASSOCIATION PROVIDED SOME COMMENTS AND FEEDBACK AT THAT TIME, BUT WE OVERALL SUPPORT THE EFFORTS.

THERE WAS SOME CONCERNS ABOUT THE FINES THAT COULD BE LEVIED AGAINST CONSTRUCTION COMPANIES, EVEN THOSE WHO MADE GOOD FAITH EFFORTS TO COMPLY WITH THE STANDARDS THAT WERE SET FORTH.

WITH REGARDS TO THE CURRENT PROPOSAL, AGAIN, I'M FAIRLY NEW TO THE ASSOCIATION, BUT ONE OF THE THINGS I'VE PICKED UP VERY LOUD AND CLEAR JUST A FEW MONTHS IN IS THE VERY SHORTAGE OF SKILLED LABOR AND FOR WORKERS IN GENERAL NOT JUST IN BOSTON AND NOT JUST FOR ANY ONE PARTICULAR TRADE BUT FOR ALL TRADES THROUGHOUT THE STATE, SO IT IS VERY DIFFICULT FOR SOME OF OUR MEMBER COMPANIES TO HAVE THE RIGHT AMOUNT OF TRAINED AND SKILLED WORKERS ON A JOB SITE.

THAT JUST ADDS A LAYER OF I SUPPOSE COMPLEXITY WHEN THEY ARE MAKING A GOOD FAITH EFFORT TO COMPLY WITH THE STANDARDS SET

FORTH, BUT AT THE SAME TIME
THEY'RE SIMPLY TRYING TO FIND
ENOUGH SKILLED WORKERS TO PUT ON
A JOB.

TO THE EXTENT WE CAN ALL WORK
TOGETHER TO ENCOURAGE MORE YOUNG
FOLKS TO GET INTO THE
CONSTRUCTION TRADES, WE BELIEVE
THAT'S A VERY GOOD THING.

WHETHER OR NOT THE COMMISSION
THAT'S BEING ESTABLISHED IS A
SEPARATE COMMISSION OR PART OF
THE BEC, I DON'T HAVE A STRONG
FEELING ONE WAY OR ANOTHER, BUT
WE WOULD LIKE TO SEE SOME
REPRESENTATION FROM THE
CONSTRUCTION EMPLOYER SIDE IF
THAT'S POSSIBLE.

WITH REGARDS TO THE ACTUAL
LANGUAGE IN THE PROPOSAL, THERE
ARE -- WE WERE HAPPY TO SUBMIT
SOME WRITTEN COMMENTS WITH MORE
DETAILS, BUT ONE OF THE THINGS
WE WOULD LIKE TO SEE LITTLE MORE
DETAIL ON WHAT WOULD BE EXPECTED
OR WHAT TYPE OF INFORMATION THAT
TRADE ASSOCIATIONS, SPECIFICALLY
LIKE ASM, WOULD BE ABLE TO
PROVIDE TO THE CITY.

THAT'S THE TWICE A YEAR MEETINGS
THAT TAKE PLACE WITH OPEN TRADE
SHOP ASSOCIATIONS.

SINCE WE REPRESENT UNION AND
NONUNION, THAT WOULD BE
SOMETHING THAT WE WOULD FALL
INTO.

FINALLY, I JUST WOULD SAY THAT
AS AN ASSOCIATION WE WANT TO BE
A RESOURCE FOR THE CITY OF
BOSTON.

WE DON'T NECESSARILY TRACK THE
TYPE OF DATA THAT'S BEING
DISCUSSED HERE TODAY, BUT WE DO
EDUCATE OUR MEMBERS.

WE DO SERVE AS AN AVENUE TO
DRIVE AWARENESS, AND WE SEE
OURSELVES AS A PARTNER.

WE'LL STAND READY TO PARTNER
WITH THE CITY TO PROMOTE THE
REQUIREMENTS AND DO WHATEVER WE
CAN TO ASSIST.

THANK YOU FOR THE OPPORTUNITY TO
TESTIFY HERE TODAY.

>> THANK YOU FOR TAKING THE

TIME, MIKE, ON BEHALF OF ASM.
APPRECIATE YOUR TIME.

>> THANK YOU.

>> THIS IS THE COMMUNITY PANEL.
GOOD TO SEE YOU AGAIN.

JUST FOR FULL DISCLOSURE, I HAVE
A HARD STOP AT 3:00, BUT MY VICE
CHAIR AND COLLEAGUES WILL BE
STAYING.

PARDON MY HAVING TO EXCUSE
MYSELF AT 3:00, BUT AS ALWAYS,
GOOD TO SEE YOU.

IF YOU CAN INCORPORATE AS TO
WHETHER OR NOT THIS PROPOSAL IS
DUPLICATIVE OF THE BEC OR COULD
THEY WORK TOGETHER.

SHOULD THEY BE ON PARALLEL
TRACKS?

SHOULD THEY BE UNDER THE SAME
UMBRELLA?

WITH THAT, YOU HAVE THE FLOOR.
INTRODUCE YOURSELF FOR THE
RECORD AND YOUR AFFILIATION.
YOU HAVE THE FLOOR.

>> MY NAME IS CHUCK TURNER.
I'M COORDINATOR OF THE BOSTON
JOBS COALITION.

THE ROLE THAT I'M PLAYING HERE
IS TO LAY OUT THE ORIGINS OF THE
CONCEPT THAT LED TO THE
ORDINANCE THAT YOU HAVE BEFORE
YOU AND TO HELP US REALLY LOOK
AT WHAT THE OPERATION OF THE
COMMISSION WOULD BE.

NOT ONLY WHAT ITS PURPOSE IS BUT
HOW IT WOULD HAVE TO OPERATE IN
ORDER TO ACHIEVE SUCCESS IN
RELATIONSHIP TO THE QUESTION OF
THE RECRUITMENT AND ADMISSION OF
BOSTON WORKERS, WORKERS OF
COLOR, AND WOMEN INTO THE
CONSTRUCTION, INTO THE COMPANIES
AND UNIONS THAT ARE DOING THE
WORK.

I THINK IN ALL HONESTY THE
ORDINANCE THAT YOU HAVE BEFORE
US, BEFORE YOU AND BEFORE US, IS
AN ORDINANCE THAT REALLY HAS A
COLLECTIVE HISTORY.

THAT IS, THE ORDINANCE REALLY
GREW OUT OF THE WORK OF THE
BOSTON JOBS COALITION IN ITS
EFFORT TO STRENGTHEN THE BOSTON
RESIDENCY JOB POLICY.

THAT IS, IN 2015, THE COALITION DECIDED THAT AS PART OF ITS OBJECTIVES OF STRENGTHENING THE QUALITY OF WORK IN BOSTON FOR BOSTON WORKERS, WORKERS OF COLOR AND WOMEN, IN BOTH THE PERMANENT JOBS AS WELL AS CONSTRUCTION JOBS, IS THAT WE NEEDED TO TAKE RESPONSIBILITY FOR STRENGTHENING THE BRJP, THE BOSTON RESIDENCY JOB POLICY.

OBVIOUSLY, IT'S FAIRLY EASY TO TAKE AN ORDINANCE THAT'S BEEN THERE FOR 30 YEARS WITH A VARIETY OF ISSUES THAT PEOPLE RAISE ABOUT IT AND TURN IT INTO SOMETHING THAT PEOPLE FIND ACCEPTABLE AND CAN GET POLITICALLY PAST.

HOWEVER, IF YOU LOOKED AT THE MEMBERSHIP IN THE BOSTON JOBS COALITION, WE'RE A SMALL BUT WE THINK VERY POWERFUL ORGANIZATION.

IF YOU LOOK AT THE HISTORIES OF THE MEMBERS IN THE CONSTRUCTION AREA, THE MEMBERS OF THE BOSTON JOBS COALITION HAVE PROBABLY COLLECTIVELY ABOUT 100 YEARS OF EXPERIENCE.

LET ME SAY THAT AGAIN.

THE MEMBERS OF THE COALITION HAVE APPROXIMATELY 100 YEARS OF EXPERIENCE OF STRUGGLING WITH THE DEVELOPMENT OF THE OPPORTUNITIES FOR BOSTON WORKERS, WORKERS OF COLOR, AND WOMEN IN THE CONSTRUCTION INDUSTRY.

THE WORK THAT WE WERE DOING TO FORM AND STRENGTHEN THE BOSTON RESIDENCY JOB POLICY HIT A STRANGE BLOCK, AND IT WAS AN EMOTIONAL BLOCK BECAUSE, AS WE WERE WORKING AT STRENGTHENING THE BRJP, THE REALITY CAME TO US THAT WE WERE GOING TO BE IN A SOMEWHAT BETTER POSITION WITH THE NEW ORDINANCE, BUT THE MAJOR PROBLEM WOULD STILL BE THERE.

AND THE MAJOR PROBLEM HAS BEEN AND CONTINUES TO BE THE FACT THAT THERE ARE NOT ENOUGH BOSTON WORKERS, WORKERS OF COLOR, AND

WOMEN IN THE UNION SECTOR OR THE OPEN SHOP SECTOR TO IN FACT HAVE THE STANDARDS IN COMPLIANCE YEAR AFTER YEAR.

THAT IS, WHAT OUR CONCERN WAS AND WHAT THE COUNCIL'S CONCERN IS AND PEOPLE WHO ARE CONCERNED ABOUT A FAIR SHARE IN CONSTRUCTION, THE CONCERN IS TO HAVE COMPLIANCE ACROSS THE CITY. NOT ONLY ON JOBS IN ONE NEIGHBORHOOD, BUT JOBS ON COMPLIANCE AND JOBS IN EVERY NEIGHBORHOOD OF THE CITY.

BOSTON WORKERS, WORKERS OF COLOR, WOMEN HAVING A SHARE OF ALL OF THOSE JOBS NO MATTER WHERE THEY ARE.

BUT THE REALITY THAT WE HAD TO RECOGNIZE BACK IN 2015, WHEN WE WERE TRYING TO STRENGTHEN THE BOSTON RESIDENCY JOB POLICY IS THAT EVEN THOUGH WE THOUGHT WE WERE GOING TO BE ABLE TO DO A GOOD JOB AND DEVELOP A WORKING RELATIONSHIP WITH THE MAYOR, WHICH IN FACT HAPPENED, AND THE ORDINANCE WAS PASSED BY THE COUNCIL AND IT WAS A GOOD

ORDINANCE, BUT WHAT WE HAD TO RECOGNIZE IS WE WERE NOT FOCUSING ON THE QUESTION OF FULL COMPLIANCE.

BECAUSE IN ORDER TO HAVE FULL COMPLIANCE, YOU HAVE TO HAVE THE MEN AND WOMEN WHO MEET THE STANDARDS.

IF THE MEN AND WOMEN WHO MEET THE STANDARDS ARE NOT IN THE UNIONS OR NOT IN THE OPEN SHOP SECTOR, THE WORK OF BEC, THE WORK OF THE BRJP WILL BE VERY GOOD AND SEE TO IT THAT THERE ARE MEN AND WOMEN WHO ARE IN THE UNIONS AND IN THE OPEN SHOP SECTOR, BUT IT WON'T BRING THE FULL COMPLIANCE THAT WE ALL WANT.

BUT THE ONLY WAY TO BRING THAT FULL COMPLIANCE IS TO IN FACT START A MOVEMENT WITHIN THE CITY OF BOSTON THAT HAS ALL THE NEIGHBORHOODS WORKING TOGETHER

TO RECRUIT THEIR YOUNG MEN AND
YOUNG WOMEN TO COME TOGETHER AND
TO BEGIN TO FOCUS ON STEPS TO
STRENGTHEN THEMSELVES TO BE
MEMBERS OF THE UNIONS, TO BE
MEMBERS OF OPEN SHOP COMPANIES,
AND IN ADDITION TO HAVE A
MOVEMENT OF PEOPLE WHO SAY OUR
RESPONSIBILITY IS NOT JUST TO
LOOK FOR OUR OWN NEIGHBORHOOD.
NOT JUST TO BE CONCERNED ABOUT
WHAT'S HAPPENING IN ROXBURY OR
WHAT'S HAPPENING IN JAMAICA
PLAIN, WHAT'S HAPPENING IN
ROSENDALE.

WE REALLY NEED A MOVEMENT THAT'S
GOING TO BRING PEOPLE FROM THE
VARIOUS NEIGHBORHOODS TOGETHER
IN ORDER TO NOT ONLY IDENTIFY
YOUNG MEN AND WOMEN WHO WANT TO
BE IN THE TRADES AND WHO ARE
SHOWING THE CAPABILITIES OF
MOVING FORWARD, BUT WE HAVE TO
HAVE A RELATIONSHIP BETWEEN
LEADERSHIP IN ALL THE DISTRICTS
WHO ARE COMMITTED TO WORKING
TOGETHER TO IN FACT BRING ABOUT
THE FULL COMPLIANCE THAT WE ALL
NEED.

I'VE BEEN IN THIS MOVEMENT FOR 5
YEARS HERE IN BOSTON.

THE REALITY IS THAT THERE'S NO
LEGAL -- THERE'S NO LEGAL TOOL
THAT WE HAVE BEEN ABLE TO
IDENTIFY -- WE BEING ALL THE
PEOPLE I'VE WORKED WITH OVER THE
LAST 50 YEARS TRYING TO IMPROVE
THE SITUATION.

THERE'S BEEN NO LEGAL TOOL
THAT'S BEEN PUT FORWARD THAT HAS
IN FACT CREATED THE KIND OF FULL
INTEGRATION OF THE UNIONS AND
OPEN SHOP COMPANIES WITH BOSTON
WORKERS, WORKERS OF COLOR, AND
WOMEN.

THERE WAS NO LEGAL TOOL WE COULD
LOOK AT, SO THE QUESTION WAS,
HOW COULD WE DO IT.

THE ONLY ANSWER WE COULD THINK
ABOUT IS THAT WE NEED TO CREATE,
AS I SAID, A MOVEMENT.

WHAT WOULD IT TAKE TO CREATE A
MOVEMENT AROUND THE ISSUES OF
THE INCREASING OF HIRING HERE IN

THE CITY?

WELL, OUR THOUGHT WAS THAT WE
NEED TO INVOLVE THE CITY
COUNCIL.

WE NEED INVOLVE THE CITY COUNCIL
AND THE MAYOR IN THE PROCESS OF
BUILDING THAT MOVEMENT.

HOW WOULD WE INVOLVE THE 13 OF
YOU AND THE MAYOR IT?

WHAT WE COULD DO IS CREATE ON
PAPER THE CONCEPT OF A

COMMISSION, A COMMISSION THAT
WOULD REPRESENT EVERY DISTRICT
IN BOSTON.

THE OBJECTIVE OF THAT COMMITTEE
WOULD BE TO WORK TOGETHER WITH
THEMSELVES, WITH THE UNIONS,
WITH THE MAJOR COMPANIES THAT
ARE DOING OPEN SHOP WORK HERE IN
THE CITY TO BEGIN TO GET THAT
KIND OF GROUPING PULLED
TOGETHER.

THE COUNCIL'S ROLE WE SAID WOULD
BE TO APPOINT, TO IDENTIFY, THE
PERSON FROM THEIR DISTRICT WHO
OUGHT TO BE ON THE COMMISSION.

THAT IS, THE COUNCIL HAS A
TREMENDOUS ROLE NOT ONLY IN THE
ENFORCEMENT OF THE STANDARDS
THAT THE ORDINANCE THAT YOU
PASS

ED SET FORTH, BUT THE COUNCIL
ALSO HAS A RESPONSIBILITY TO
WORK TOGETHER TO SEE THAT THE
YOUNG MEN AND WOMEN OF THIS
CITY, PEOPLE OF COLOR, WOMEN,
ARE IN FACT MOVING INTO THE
INDUSTRY.

WE THOUGHT THE ONLY WAY THAT WAS
PRACTICAL WAS TO IN FACT SAY
THAT EACH OF THE NINE DISTRICT
COUNCILS WOULD APPOINT A
REPRESENTATIVE.

THE MAYOR WOULD APPOINT FOUR.
ONE OF HIS OWN CHOOSING,

INCLINATION, THE OTHER THREE
BASED ON NOMINATIONS BY PEOPLE
FROM THE COMMUNITY IN TERMS OF
THOSE WHO HAVE WORKED ON THE
ISSUES OF BOSTON WORKERS,
WORKERS OF COLOR, AND WOMEN.
THIS 13-MEMBER COMMISSION WOULD

THEN MEET TWICE YEARLY WITH THE UNIONS.

WE INITIALLY THOUGHT ABOUT HAVING THEM IN THE OPEN SHOP NON-UNION SECTOR -- HAVE THE COMMISSION WORK WITH THE ASSOCIATIONS, THE NON-UNION TRADE ASSOCIATIONS, BUT WE'VE REALLY CHANGED OUR THOUGHT. WE THINK THAT WHAT WE NEED TO DO IS BRING TO THE TABLE THE LARGE NON-UNION GENERAL CONTRACTORS WHO ARE MAKING MONEY IN THIS CITY.