

# Boston Employment Commission

## Regular Meeting Minutes

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A regular meeting of the Boston Employment Commission (BEC) was held on Wednesday, July 18, 2018 at 1 City Hall Plaza, Conference Room 801, Boston, MA 02201.

### Commissioners Present:

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

### Meeting Begins: 3:02 PM

#### I. MEETING MINUTES

Commissioner Watson called the meeting to order. The June 20, 2018 minutes were accepted and approved.

#### II. SPECIAL PRESENTATIONS

##### A. Whittier Street Apartments Phase 1A

Duration: 09mins.

Present: Nathalie Janson (POAH), Carol Fuller (NEIGC), Andre Barbour (NEIGC), Gary Young (NEIGC) and Robert Woodson (BRJP Monitor)

#### Project Overview

Located at 168 Cabot Street, Roxbury MA, 02120, this project will rebuild and preserve 200 existing public housing apartments by replacing them on and off-site with an expanded program of 509 units of mixed-income rental housing and 14,225 square feet of commercial space. Estimated 20 months of construction. Partnership between NEIGC and Janey Construction. Phase 1A is 3 bldgs (A,B,C) – 92 units. NEI will manage construction of Bldg A. Janey Construction will manage construction of Buildings B&C. This is a Davis-Bacon Prevailing Wage Project. GC provided a detailed handout that included: Phase 1A Schedule, Owner's contract goals, HUD Hiring Priority, Compliance & Diversity, Outreach & Engagement and Application Process.

Commissioner Watson thanked the construction team for a well prepared presentation, noting they took care to follow the newly implemented BEC FAQs sheet. It's a great example of the goal to make good use of time during these meetings.

##### B. The Clarion

Duration: 08mins.

Present: Lindsey Gael (The Community Builders), Carol Fuller (NEIGC), Kassandra Martin (NEIGC), Chris Finch (NEIGC), Andre Barbour (NEIGC) and Robert Woodson (BRJP Monitor)

#### Project Overview:

Located at 295-311 Blue Hill Avenue, Roxbury MA, 02119, this project will build 40 residential units in two buildings with 6,160 SF of ground floor retail space and on-site parking for 32 vehicles. GC provided a detailed handout that includes a rendering of project from past (1948) to future, project schedule outlining an estimated 14 months of construction to be completed in August 2019, Outreach & Hiring, and Application Process. Lindsey

Gael (TCB) described project as a partnership with the City of Boston and that the images in the packet are of historical measure to revitalize the Blue Hill Corridor.

**Commissioner Watson** and **Commissioner Martinez** commented they are familiar with the neighborhood and are pleased the area is being revitalized. **Robert** stated he has a great working relationship with NEIGC, he was on-site this past Friday and is also pleased to see the development and revitalization. **Commissioner Wright** commented that both NEIs presentations are ambitious and request that they keep documentation on how these goals are met.

### III. PROJECT REVIEWS

#### A. One Dalton Street

Duration: 16mins.

**Present:** Joe Norris (Carpenter & Company), Jane O'Brien (Tishman Construction), Margarita Polanco (Suffolk Construction), Brooke Woodson (Suffolk Construction), Dara Colleary (Suffolk Construction) and Manuel Barbosa (BRJP Monitor)

**Commissioner John Redd** disclosed his family relationship with Brooke Woodson.

#### **Project Overview:**

Current overall #s – 855,203 workhours, 24%BR, 32%POC, 4%F

**Manny** gave overview of compliance numbers, highlights/concerns that include very few Best Faith Effort documentation submitted. He continues to work with Margarita on verifying Boston residents (now at 76%). Re-verification needs to be done because some workers were on-site for a year. **Margarita** acknowledged they can be more pro-active in following up with subcontractors. **Commissioner Watson** pointed out 10 day late payrolls. **Margarita** said she sends out weekly reminder and only 4 subcontractors are lapsed. **Commissioner Watson** noted a recent meeting he had with Liberty and used the opportunity to encourage people to get on board with the New Ordinance. **Margarita** said she uses New Ordinance as a reminder of sanctions. **Commissioner Watson** commented that Liberty's Boston Resident (14%) numbers are really low, however, they are at 6% female and hope that continues. **Brooke** stated it's been a long ongoing conversation with Liberty, for month of June they were exceeding 50% (*per Manny, this statement is incorrect, see attached Log Report*). **Brooke**, this project started in 2015, taking lesson learned and trying to improve. It was noted Treviicos reported a significant amount of hours and is completed. **Commissioner Watson** concurred with Manny's recommendations.

**Public Comments:** Susan Moia asked who's the person at Treviicos to contact for hiring? We have women. Core crews have to be willing to meet goals from day one. What's happening on-site to get your numbers? Empowering the woman in the office who collects the numbers is essential.

**Commissioner Watson** will have Manny follow-up with Susan Moia regarding who to contact at Treviicos.

#### B. Pier 4 Phase 3 Condo

Duration: 12 mins.

**Present:** Tyler Deaton (Tishman Speyer), Jesse Prior-Hull (Turner Construction), Philip Coleman (Turner Construction), and Pamela Ruffo (BRJP Monitor)

#### **Project Overview:**

Current overall #s: 163,317 workhours, 30%BR, 30%POC, and 6%F

**Pam** gives overview of compliance numbers, highlights/concerns and notes that Turner is exceeding Boston resident verification at 97%. She further states that Turner does a great job and expects greater results in the 75% Complete Review. **Commissioner Watson** states this is just another example of GC believing in the process. It's

consistent. Doesn't always happen, I like to see consistency. **Pam**, we had a Corrective Action Meeting with Manganaro and D&W. Constant Communication with union hall means they are pro-active in outreach. Fred Salvucci connecting with Andrew Dangelo/Building Pathways is a good look. **Commissioner Wright** comments that so much is about effort being put in. **Philip** thanks (Jesse and Tyler) his team and states that simple application of business principles is honest effort to make things work. **Commissioner Watson** also thanks Jesse and Tyler for their efforts. **Pam** notes the success rate you have when GC invites BA to meetings creates a united front to help drive them to do better. **Commissioner Watson** states he looks forward to seeing them at 75% review.

**C. Highway Reconstruction in Summer Street**

**Duration: 19 mins.**

**Present: Andy DeRoma (Fred DeRoma & Son, Inc.), Mike DeRoma (Fred DeRoma & Son, Inc.), Kathy Yandle (Fred DeRoma & Son, Inc.), Katie Choe (Public Works Dept.) and Claudette Austin (BRJP Monitor)**

**Project Overview:**

Current overall #: 1,178 work hours, 38%BR, 29%POC, 4%F

**Christopher Brown (BRJP Manager/Interim Director)** states project is under New BRJP Ordinance. We are re-educating longtime contractors, such as DeRoma, on responsibilities as it relates to the new standards. Payrolls are late and going forward there is an expectation that this will improve to avoid the possibility of being fined. **Commissioner Watson**, Andy you look like you want to comment. **Andy DeRoma**, Just saw BEC report this morning about RJV's late reporting. DeRoma Construction started work in June. In that time hired 2 females and 1 person of color. Awarded subcontracts to MON Landscaping, EJ Paving, Markings Inc. (WBE), Eastwind Corporation (MBE/Holbrook) - anticipates they will be 2 – 3 days on-site Spring of 2019. We do the best we can, we all live in Boston. **Commissioner Watson**, I thought your comments were on the New Ordinance, but that's good. **Claudette** gave overview of compliance numbers, highlights/ concerns. Payroll submission average 8 days, 11 core crew resident workers need to be re-verified. **Commissioner Watson** questions Claudette not receiving resident verification. **Kathy Yandle** (DeRoma) stated they have been sent in. In regards to late payroll submissions Kathy explains because they don't get paid until the following Thursday after the work week ends, it takes a day or so to get all reports. **Commissioner Watson** suggests Chris and Claudette work to rectify. What are conversations internally? **Chris**, it's recommended whoever submits payrolls have a standard day to ensure timely submissions. **Claudette** stated that Kathy informed BRJP that late submission is due to personnel on vacation and recommends that there be coverage in such cases. **Commissioner Watson** states he doesn't want to lose sight that GC has done well with the numbers. **Andy**, we have longevity – 25 year core crew. **Christopher Brown** reiterates this is a learning period for New Ordinance. We recognize constraints for smaller contractors and suggest open communication with the BRJP office. **Commissioner Wright** asked and Claudette responded that a pre-con meeting did not happen with RJV. You're doing great don't let others bring you down, If we need Claudette to be the bad guy, reach out to her, Pre-cons with subs have to take place.

**Public Comment:** Dick Monce (Boston Jobs Coalition). I'm representing Community Watch on New Ordinance and appreciate what I've heard. **Commissioner Watson**, we are appreciative of the level of oversight from the community and people/activist like yourself.

**Commissioner's Request:** Workforce Projections for EJ Paving and other subcontractors.

**D. Improvements to Smith Playground**

**Duration: 28 mins.**

**Present: Peter Salem (Argus Construction), Cathy Baker-Eclipse (Boston Parks and Recreation Dept.) and Claudette Austin (BRJP Monitor)**

**Project Overview:**

Current overall #: 2,083 work hours, 6%BR, 34%POC, 0%F

**Claudette** gives overview of compliance numbers, highlights /concerns. **Peter Salem** /Argus, we are based in Bedford, MA, have a small company of 3-4 people, have done work in Boston for last 10 years and looks to resources for Boston Jobs. **Commissioner Watson** asks who vets contractors in Parks Dept? **Cathy Eclipse** (Parks

and Recreation Dept.), we evaluate based on their experience. Argus does quality work. **Commissioner Watson**, it seems team tried to make connection with resources. **Claudette**, BRJP provides resource list at initial meeting and leaves it to contractors to make connections. **Commissioner Watson**, although this is under the Old Ordinance, we ask you to consider New Ordinance guidelines and expand crew as you think about future work in Boston. **Peter** (Argus), I am looking to put a Boston resident female on, just can't find. Katrina Conrad/Madison Park Development Corporation sent me a list of referrals that included 2 female workers. I was able to reach out to one but did not receive a return call. I wasn't aware of the 10-day late payroll submission. I will speak with my bookkeeper. **Commissioner Wright**, "not a shameless plug", but Wentworth has a coop program as do other schools, participate in Job Fairs. It's a good way to get young talent, Women and People of color. **Peter**, How do you do that? **Commissioner Wright**, Coop and Careers Office. Usually there are 2 career fairs every year. **Commissioner Watson**, Any conversation with Island Light? **Claudette**, No. **Peter**, Subcontractor's work is sporadic. This is a Specialty contractor out of Texas building Skate Park. **Cathy**, The Skate Park is recreation for a large population in the community. It's the first of its type being built, very specialized (*two companies in the country do this type of work but only American Ramp Company do the pump track system*). **Commissioner Watson**, other contractors? **Claudette** list of subcontractors are in the report. **Cathy** confirms Parks Dept. doesn't do file sub bids. **Commissioner Watson** encourages the team to get a sense of past history to help make best informed decision in awarding contracts. I want the opportunity to sit down with Boston Parks and ask BRJP staff to schedule something in next month or so. **Cathy**, it would be good for all project managers to better understand reporting. **Christopher Brown**, I will take lead on setting up meeting. **Peter**, Is there any other resource to find a woman? **Christopher Brown**, Youth Build Boston. **Peter**, I reached out to Youth Build Boston and they sent me 1 person who had no experience for the work I do. **Christopher Brown**, If you're looking for experience, it might be hard right now, but we're asking contractors to buy into training someone with potential.

#### E. Paris Village

Duration: 15 mins.

**Present: Jacob Grills (Delphi Construction), Larry McHugh (Delphi Construction), Sal Colombo (East Boston CDC) and Robert Woodson (BRJP Monitor)**

#### **Project Overview:**

Current overall #: 11,663 work hours, 16%BR, 50%POC, 3%F

**Robert** gave overview of compliance numbers, highlights and concerns. **Commissioner Watson** asked how far along project is. **Robert** stated 50%. **Commissioner Watson** commented that it's pretty disappointing numbers for a project at 50%. He asked about challenge verifying Boston residents. **Robert** explained that Jacob is just stepping into the compliance officer position. He has attended a BEC meeting before as a spectator. **Commissioner Watson** acknowledged he understood coming in the middle and jumping in. **Jacob Grills (Delphi Construction)** stated he will get with Robert to get list of verified and unverified residents moving forward. **Commissioner Watson**, File Subs? **Jacob**, No. There were union guidelines for project. **Commissioner Watson**, 6 months since last BEC review, what have challenges been? **Doug (?)**, We're tracking each sub as they come in. Project itself has been a challenge. We had a fatality on-site last month, as a team, it stopped the project, horrible tragedy, PM leaves, I know Sal wants this project done yesterday. **Commissioner Watson**, sorry to hear about that, condolences. **Sal**, hard to say what happened and why it happened. Company involved no longer on-site. We brought in grief counselors. Not looking to use as excuse. **Commissioner Watson**, we try to be as empathetic as we can, and never thought about this being used as an excuse. If we don't get whole picture in a packet, it's helpful to hear the back story. **Commissioner Wright**, Jacob what do you think you need. **Jacob**, first is to get with Robert, Boston Jobs Bank. **Commissioner Martinez** asked and Robert stated that project is scheduled to end December 2018. **Commissioner Watson** requested this project be scheduled back at an appropriate time before completion.

#### IV. **DIRECTOR'S REPORT:**

Duration: 10 mins.

Director Crockett was able to secure 4-5 parking spaces for the Commissioners that expressed need. Kim will reach out for details. Interim Director Brown reported that there are 30 projects under the New Ordinance and a Spreadsheet/Tracking system has been developed, most are public projects, 2 are private (BU Dental and

Pipefitters). Educating on the New Ordinance is most important especially for long-time contractors who are accustomed to the Old Ordinance. We will be submitting recommendations for fines and will make sure everyone is aware. Our new BRJP Monitor, Vargas DaSilveira has a background in construction and is ready to start monitoring. He will be working on the Developmental Impact Project Plan (DIPP).

The Winthrop Square project, which will be monitored by Pamela Ruffo, will be the third DIPP project under the New Ordinance. I'm told it will be the biggest building in Boston consisting of residences and offices. It will probably be on BEC Agenda for Special Presentation in August or September. **Commissioner Watson** expressed to the BRJP staff how pleased he is with the BEC reports and that they are "tight and clear". Also, prior to Chairman Jeter leaving there was consideration to move BEC meeting time to earlier in the day (*perhaps 1pm-3pm or 2pm-4pm*). Request that a poll be taken to see which time frame is most popular.

**Director's report accepted and approved.**

**Meeting adjourned at 5:03pm.**

**LOG REPORT**      06/01/2018 - 07/31/2018

7/31/2018 8:44:04 AM

**Project Name:** ONE DALTON STREET

Proj ID: 9728

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**Contract Name:** LIBERTY CONST. SERVICES

Cont ID: 10644

BRIP Report #10

Week Ending	Date Received	Days Elapsed	Workers	Total Hours	Res Hours and %	POC Hours and %	Fem Hours and %
06/03/2018	06/25/2018	16	58	1,109.5	183.0 16.5%	278.0 25.1%	32.0 2.9%
06/10/2018	06/25/2018	11	54	1,299.0	182.0 14.0%	331.0 25.5%	40.0 3.1%
06/17/2018	06/25/2018	6	56	1,316.5	224.0 17.0%	362.0 27.5%	40.0 3.0%
06/24/2018	07/09/2018	11	47	1,240.0	212.0 17.1%	348.0 28.1%	40.0 3.2%
07/01/2018	07/09/2018	6	56	1,279.5	200.0 15.6%	333.0 26.0%	40.0 3.1%
Weeklies for Contractor: 5		10.0 ave # of days		6,244.5	1,001.0 16.0%	1,652.0 26.5%	192.0 3.1%