

Boston Employment Commission Hearing Minutes

A monthly hearing of the Boston Employment Commission (BEC) was held on Wednesday, February 19, 2020 at One City Hall Plaza, Conference Room 801, Boston, MA 02201.

COMMISSIONERS

Present: Commissioner Travis Watson, Commissioner Charles Cofield, Commissioner Stephanie Everett and Commissioner Kenell Broomstein

Hearing Begins: 1:03 PM

Commissioner Watson opens meeting. Celina Barrios-Millner, Director of Equity and Inclusion, gives an overview on the piloting of the Salesforce platform and introducing its future implementation to the BEC Hearing presentation process.

Commissioner Watson prefaces the hearing with a statement regarding M/WBE's and while the BRJP does not have specific goals associated with minority business participation, the importance of their utilization is critical to creating a more equitable and inclusive economy here in Boston. **See attached document for full statement.**

I. MINUTES

January 15, 2020 minutes were accepted and approved.

II. SPECIAL PRESENTATIONS

A. 37-43 North Beacon Street/The Arthaus

Duration: 17 mins.

Present: Eric Shinrock (The Mount Vernon Company), Jason Allard (Cranshaw Construction) and Takara Hamilton (BRJP/BPDA Monitor)

Commissioner Watson: Disclosed that Cranshaw is the construction affiliate of National Development. National Development is on MHIC's board of directors. Because this presentation doesn't involve voting, he will sit in, but will recuse himself when it comes before the BEC for future review (s).

Project Overview

The project site is located in Alston, Brighton on Everett/North Beacon Streets. **Per Eric Shinrock (The Mount Vernon Company):** The name Arthaus pays tribute to Alston as an artist's haven. 2000 sqft of ground space will be donated to artists. 9 IDP units are artist preferred. Gallery space to be donated to a nonprofit organization, which has yet to be determined. **Takara Hamilton (BPDA/BRJP Monitor):** J. Derenzo has the bulk of work hours on this project (267,000/wkhrs, 58,000/BR). Margarite and Federal

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Concrete merged. **Commissioner Cofield:** Margarite is underperforming on other jobs. Keep an eye on their performance. **Takara:** On this job they are on track to meeting goals. **Commissioner Cofield:** Glad they're doing better. The carpenter union has a letter going out to address their underperformance. **Commissioner Watson:** I'm interested in Hayward Baker. Has the team met with them? **Takara:** We spoke with them during their pre-con meeting. They have submitted Best Faith Effort documentation and their numbers are still lacking. They have not been on since December, so therefore no payrolls. **Commissioner Watson:** Pilot Driving, Support Excavation, Hayward Baker? **Jason Allard (Cranshaw Construction):** Hayward Baker was a subcontractor of J. Derenzo. **Commissioner Cofield:** Local 56 just put on minorities. Give Dave Barres a call. We're pushing in direction where help is needed most. J. Derenzo is never in compliance. **Commissioner Watson:** Celina, can we prioritize a meeting with J. Derenzo? When is the 1st quarter review for this project? **Takara:** Possibly April/May (estimate 25% in two months).

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Janet Jones (Dorchester Collaborative Committee): I'm very concerned about Margarite. They never meet the numbers and I recommend not to re-hire them. **Anthony Banks (Black Economic Justice Institute):** Please continue to advocate for folks in the community and put pressure on CDCs.

B. Cote Village/Cote Village Townhomes

Duration 21 mins.

Present: Bob Jacobson (Waypoint KLA), Krissy Magown (Bilt-Rite Construction), John Cullati (Bilt-Rite) Robert Woodson (BRJP Monitor)

Project Overview

Commissioner Watson: Commend Bilt-Rite for pushing the envelope (54% M/WBEs) and I'm most proud of how you approach the work (Example Bartlett B project). The vast majority of excuses from others is how M/WBEs can't be found, or cost too much or they don't do the work, etc. I would like to glean from your Best Practices. Thanks for raising the bar. I hope you get more work in the city and others can gain insight. Who's driving the contractual requirements? **John Cullati (Bilt-Rite):** Bilt-Rite works with most of the same contractors (40% minority). **Krissy Magown (Bilt-Rite):** presents power-point of project (see attached). Project located at 820 Cummings Highway/30-32 Regis Rd., Boston, MA 02126. It is 2 separate contracts, Cote Village Apartments and Cote Village Townhomes. The townhomes are 4 separate buildings. The construction schedule is 21 months with 100% union workforce and 100% affordability. **Commissioner Watson:** Is Donald Alexis (Caribbean Integration Community Development) connected with this project? **Answer:** Yes. **Commissioner Cofield:** How are you able to do this when it seems others are not? Is there another building to be demolished? **Krissy:** I believe they're leaving the garage and the house. **John Cullati:** Abatement is being done on the garage. I need to confirm the 100% affordability. **Commissioner Cofield:** It is. I confirmed with Donald Alexis (Caribbean Integration Community Development). This is a great model that the city needs to look at. There's no reason we can't advocate more on a small project like this. **Commissioner Everett:** I know

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it's been a labor of love. I know neighbors don't want anything to happen on that street in terms of the commuter rail. I appreciate the work you are doing having grown up there. **Commissioner Cofield:** Failing to realize the location. It sits right beside the commuter rail. It would have been TOD.

Commissioner Everett: The concern was regarding safe passage from the commuter rail.

C. Indigo Block

Duration 13 mins.

Present: Leah Whiteside (Dorchester Bay Economic Dev. Corp.), Rich Mazzocchi (Boston Capital), Andre Barbour (NEIGC) and Robert Woodson (BRJP Monitor)

Commissioner Watson disclosed that MHIC, his employer, is providing financing for this project and will recuse himself when necessary (this presentation did not involve voting).

Project Overview

The project is located at 65 East Cottage Street, Roxbury, MA. Construction cost is \$24,058,719. The approximate start and end dates are January 2020 – August 2021. **Andrew Barbour (NEI):** 80 Units (22 – 1B – 1/ADA, 48-2B-2/ADA-10-3B-1/ADA). Contract Goals: MBE (30%) - projected 37%, WBE (10%) - projected 5%, Section 3 (10%) - projected 6%. Workforce – Boston Resident (51%), Minority (51%), Female (15%). Subcontractors have language in contract to withhold payment for non-compliance. Building relationships with individuals responsible for hiring workforce. On-site and On-line application process. **Robert Woodson (BRJP Monitor):** 725 workhours, 17%BR, 38% POC and 0% F. 2 contractors on-site (NEI and D&M Civil). **Commissioner Everett:** Has anyone been hired from online application process? **Andre:** We've had 3 hires from online and walk-on. **Commissioner Everett:** If the app isn't mobile friendly, please consider that. You never really hear the results of the application process. **Andre:** There's a higher frequency on-line in winter months and physical walk-on's in warmer months. We work with people to access employment. **Commissioner Watson:** Robert do you have any concerns? **Robert Woodson (BRJP Monitor):** The proof is in the pudding with NEI. Andre is very diligent. I'm confident. **Commissioner Broomstein:** Who's doing electrical work? **Andre:** Griffin Electric.

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Mike Doucette (Local 7 Iron Workers): Who's doing foundation/Iron work? **Andre:** Marguerite Concrete. We have a good amount of union. In addition to Marguerite on this job is Rough Carpentry and Plumbing. **Janet Jones (Dorchester Collaborative Committee):** We encourage hard working union and non-union. I'm very interested in how this job rolls out and provides permanent jobs for the residents through the businesses that will occupy the commercial space.

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III. PROJECT REVIEW

A. 112 Shawmut Avenue

Duration: 33 mins.

Present: Patrick Noone (The Davis Companies), Brooke Woodson (Suffolk Construction), Dara Frederick (Suffolk Construction), Ted Davenport (Suffolk Construction) and Takara Hamilton (BRJP/BPDA Monitor)

Project Overview:

Commissioner Watson compliments on the efforts for Salesforce. Please hold technical questions. **Celina Barrios-Millner (Equity and Inclusion Director):** Platform is due to work of BPDA and no cost to the taxpayers. **Takara Hamilton (BPDA/BRJP Monitor):** Shout out to Shana, Aaron, Jeffrey, Campbell and the Suffolk team and contractors. On the dashboard, red means not there, green means good standing, orange means ½ way there. **Commissioner Broomstein:** Does it track the completion percentage of the project? **Answer:** It's built into the dashboard system. **Commissioner Everett:** Can you see history on the projects? **Shana (BPDA):** We will have to work on that configuration and should have for the next BEC. **Takara:** There are no late payrolls. Verification was low because we're trying to upload on Salesforce. **Commissioner Watson:** Initial overview really helpful and clear. **Takara:** Still figuring out where to put verification on Salesforce. Discrepancies in female hours #'s 22 is the correct information. Next Thursday EM Duggan will have a Corrective Action Meeting. **Commissioner Watson:** Commend you Takara. Probably the most complete and thorough report, Plan, Action and Results. You answered 99% of questions. Dara, I liked your correspondence approach with resources. It makes our job a lot easier when we receive within a week's time. If this is a standard to model reports after, it would be a good example. **Commissioner Cofield:** Excellent report. Are the contractors cooperating (GNC/Cheviot)? **Takara:** they are very responsive to Dara and I when we need to increase crew size. **Dara Frederick (Suffolk Construction):** I will attest to that. In the event we run into challenges the project management is helpful to hold people accountable. **Commissioner Cofield:** Between the two of you, you must be doing something wonderful because their history is not that. **Commissioner Watson:** It's a direct reflection on your work. Prince Steel and Welch are doing well on this project. **Dara:** Holding our trade partners accountable/projection guide. **Commissioner Broomstein:** Is T&T subbing out? **Takara:** These are two different contractors. GNC (Concrete and Carpentry) and TNT (Electrical). **Commissioner Broomstein:** What about TNT in regards to a female worker? TNT just hired a female (Adisson). I'm concerned about checker boarding. **Takara:** We encourage not to move workers around. **Commissioner Watson:** Last 11 months working with labor unions. Numbers are low. **Dara:** They provided a projection from now through June. **Commissioner Watson:** Prior to you coming on board, I couldn't connect the dots. Since you have been on, they're BRJP goals has improved. **Brooke Woodson (Suffolk Construction):** Paula at Liberty has been turning it around. **Commissioner Watson:** Thank you, Paula. **Brooke:** This is amazing with Salesforce. It's great to see the BRJP department modernize itself.

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IV. DIRECTOR'S REPORT:

Duration: 6 mins.

Celina (Equity and Inclusion Director): As we continue to roll out the Salesforce platform, we're hoping to have you (**BEC Commissioners**) come an hour early for next BEC Meeting (**March 18, 2020**) for a brief training. We are still assessing reports in relation to hard copy and use of the screens. Every new project coming on will go on Salesforce and migrate older ones. Last week we had an Opportunity Fair for Contracting Clinics (M/WBEs) by industry. This is the first time Equity and Inclusion is doing this.

Commissioner Everett: For seminars are you offering different times of the day. **Celina:** Work hours (9:00-12:30) Piloting with City Departments. In the Fall, we will offer in the evenings.

Director's report was accepted and approved.

Hearing adjourned at 2:42 pm.