

Boston Employment Commission Hearing Minutes

A monthly hearing of the Boston Employment Commission (**BEC**) was held virtually on Zoom, November 18, 2020.

Commissioners Present: Commissioner Charles Cofield, Commissioner Kenell Broomstein, Commissioner Stephanie Everett, Commissioner Carlos Espinoza-Toro, Commissioner Aisha Francis and Commissioner JocCole “JC” Burton

Hearing Begins: 1:05 PM

Commissioner Watson is not able to attend today and Commissioner Cofield is chairing.

I. MINUTES

The February 19, 2020, June 17, 2020, August 19, 2020 and October 21, 2020 minutes were accepted and approved with an amendment to Commissioner Burton’s name to be reflected as Commissioner JocCole “JC” Burton.

II. SPECIAL PRESENTATION

A. Boston Engagement Center

Duration 24 mins.

Present: Susan Goldman (J&J Contractors), Jay MacNulty (City of Boston – Public Facilities Dept), Lonnie Daniels (Lonnie Daniels and Associates, Christopher Brown (BRJP Manager)

Project Overview:

Jay MacNulty (City of Boston – Public Facilities Dept): Presents Boston Engagement PowerPoint. Project started 9/2020. Estimated completion is 10/2021. The project consists of a new one-story, 6,600 square feet building and 2,000 square foot exterior courtyard for the Boston Public Health Commission. The new building will replace an existing tent which was built adjacent to the site in 2017. Site work includes an exterior courtyard, plaza with ramp to the entry, permeable pavers in planter at the entry, re-configuration of adjacent parking lot site, and trenching and connection to 112 Southampton St. Telecomm system in the main distribution frame room. The building is an assembly use building with one large main double-height gathering space with activity zones for television viewing, table seating, reading area, and computer area. Adjacent to the main gathering space is a specialty program room for group meetings, single room bathrooms, showers, a nurse clinic and exam room, staff support spaces, storage, small laundry room, and building systems utility rooms. **Commissioner Cofield:** Is this the same J&J doing work on the Adams Street Library? **Lonnie Daniels (Lonnie Daniels and Associates):** Yes. We’ve met all goals with exception of Boston Residents. **Commissioner Cofield:** With Boston Residents being most important, what’s the plan? **Lonnie Daniels (Lonnie Daniels and Associates):** The plan is that when subcontractors hit the job site, they have the appropriate core crew. **Susan Goldman (J&J Contractors):** We met with people beforehand and we will do second meeting to see where goals need to be met. **Commissioner Cofield:** Are you having discussions with subcontractor base? **Lonnie Daniels (Lonnie Daniels and Associates):** All subcontractors that will be on the job to date have had a BRJP pre-con meeting. We have discussed the BRJP requirements and have talked to each subcontractor about how they plan to meet the goals. Some have the workforce already and others will be reaching out to the Union halls once they get closer to being on the job. We discussed making a good faith effort to meet these goals and having a paper trail of what occurred in case they come up short of the goals. **Commissioner Burton, “JC”:** Is there a percentage to attach to the list of subcontractors/M/WBEs that have been bought out? **Lonnie:** We should have that information by next week. **Commissioner Everett:** What is the purpose of this building? **Jay MacNulty (City of Boston – Public Facilities Dept):** The building will serve the guests of the recovery services division of the Boston Public Health Commission. **Commissioner Everett:** So this is a meeting place with seating of 125 and doesn’t include treatment? **Jay MacNulty:** It is a walk-in clinic and

engagement center for consultation. The nurses' facilities is operated by Boston Healthcare for the Homeless. There is no actual treatment. **Commissioner Francis:** When do you anticipate having the percentages? **Lonnie:** Next week.

Public:

Janet Jones (The Boston Jobs Coalition): This sounds like a great project. I just hope that standards for hiring and outreach for workers are in place. **Lonnie:** We will do our best. **Priscilla Flint-Banks (BEJI):** Is this Union or non-union? **Lonnie:** Mostly Union. **Priscilla:** What's the history of the subs. **Lonnie:** Majority are file-sub, which we had no control or choice. The Ironworkers we have a good relationship with (worked on Adams Street Library and East Boston Police Station). **Commissioner Cofield:** Unfortunately, file-sub bid contractors don't follow the rules as others and we will be watching that. **Susan Goldman:** I keep track of those not meeting the goals and address issues that come up via phone call or email. We offer assistance and request Best Faith Effort documentation for proof of workforce outreach. **Commissioner Cofield:** Have you had a job fair to help the subs that would have a problem? **Susan Goldman:** Because of COVID, we haven't had a job fair. **Commissioner Cofield:** Even on-line, as others have done? **Lonnie:** I have a list of people from previous job fairs and an additional list of people looking for work. We're doing other resourceful outreach with Youthbuild and other Community Organizations. **Christopher Brown (BRJP Manager):** We have a new Jobs Bank Coordinator, Janine McLaren. She has a list of available individuals looking for work and will send those candidates to J&J. **Commissioner Burton, "JC":** Often times decisions are made based on the Construction Schedule and Timeline. Has there been a deep look at the process points to allow local residents employment throughout this particular project? **Lonnie:** We are not the Project Manager/Director, but I'm sure they have had that conversation. However, we are responsible to meet the manpower and goals. As we identify those not meeting the goals, we have Corrective Action meetings and if it's too bad, Chris will call a Corrective Action meeting with BRJP. **Commissioner Cofield:** We know what the issues are and recommend that Lonnie and Susan stay on those contractors who say they're not aware of BRJP goals and bring them to a better place with their practices. Thank you and we look forward to your 1st review.

B. Commonwealth Pier

Duration: 29 mins

Present: Tom Walsh (Pembroke Real Estate), Peter Johnson (Turner Construction), Amanda Dilando (Turner Construction), Alison Stanton (Turner Construction), Chris Brinser (Turner Construction)

Project Overview:

Peter Johnson (Turner Construction): Presents Commonwealth Pier PowerPoint. Revitalization of the Old World Trade Center and Head House. Contracted to do the core shell. The project is a partnership with Turner Construction and Janey Construction. **Commissioner Cofield:** Will Turner own the building until fit out is done? **Peter:** Turner is contracted to do fit out and event space. Partnered with Janey on event space. Project started mid/late September 2020 and estimated completion January 1, 2024. Demolition (now through 2021), Enclosing (2021-2022), Core Shell Finishes/MEPs (100% completion 2024). **Subcontractors Awarded to date: Boss Steel, Coastal Marine Construction, G&C Concrete, Hub Foundation, Ipswich Bay Glass, Kone Elevator, Select Demo, The Dow Company, Turner Self Perform, Quinn Iron Works.** In Procurement process now. 2-3 months estimated finish buy-out. Select Demo is key subcontractor on-site now. In reference to question asked J&J earlier, we interview 3 bidding contractors and focus on BRJP numbers and History of Contractor, Core Crew, Plan of coordination with unions, UBE partnerships, sub-tier to prime-tier subcontractor. We have partnered with Wellness Workdays to create a wellness atmosphere on site (stand downs and breakout session on mental health, substance use and physical well-being). **Amanda Dilando (Turner Construction):** We have continued working with organizations we partner with through virtual site visits, virtual career panels, virtual STEM groups, Building Pathways, Mass Girls in Trade. We've done STEM work with the Fenway High School and John O'Bryant of Mathematics on this Commonwealth project. **Commissioner Cofield:** With Greg Janey being a minority partner on this project, why isn't he or a representative at this meeting? **Peter:** Great question. We have Jessica Fernandes who just started with the group and working with Amanda. She will be spearheading. **Commissioner Cofield:** This is for BRJP as well. In regards to joint ventures with a minority company such as Janey, it is important that a minority partner who is never seen is heard from. **Peter:** Understood and going forward we will make sure Bob White, Greg Janey and Jessica Fernandes are included. **Commissioner Cofield:** I can see there will be a few challenges with some contractors on the list who raise concern regarding Boston Residents. The Commission

focuses mainly on Boston Residency. The People of Color goal is usually met because people are brought in from outside of Boston. The purpose is to meet or exceed Boston hiring goals and if we're not meeting old goals, how will we meet new goals. **Peter:** I will address the Boston Resident piece in our buy-out/scope review meetings and get a good solid plan going forward. **Pam:** Turner has really stepped out of the box. Hub Foundation has turned around their poor history and came on site with 9 workers, 5 residents, 8 people of color and 1 or 2 females. Amanda was instrumental in connecting them with Building Pathways. I want to commend Turner for taking that approach with Hub Foundation from the start. **Commissioner Cofield:** I know Turner does an excellent job with their program. As I shared, there were a few on the buy-out list that raised concerns. We need to get on the subcontractor about operating the same as Turner does. **Commissioner Burton, "JC":** For the purpose of the minutes, did we talk about goals? **Pam:** This project is under the New Ordinance goals of 51% BR, 40% POC and 12% Female. I'd also like to note that Turner is a great partner with BRJP and the only GC that has a 2nd project on the new Salesforce tracking program for DIPPS and helping us to forward out to all the projects.

Public:

Janet: Excellent your outreach to Building Pathways. Don't forget YouthBuild Boston which has been around for some time and have excellent training in preparing young people of color for the trades. Please check the current standards of Kone Elevator who used to have rock-bottom numbers for people of color and women. **Peter:** Will do. **Commissioner Burton, "JC":** Because COVID has impacted MBTA services, please take into consideration how workforce from the city is getting to the site. **Commissioner Cofield:** Commissioner Burton, you'd be surprised how many ubers show up to the jobsite. **Commissioner Burton, "JC":** True, I just wanted that to be considered, perhaps Turner will have a Turner Bus. **Commissioner Espinoza-Toro:** In regards to the focus on Wellness, are you using that as an incentive in the workforce outreach? **Peter:** It's something we will start publicizing in interviews, but it's more so to engage the current workforce and educate trade partners that a healthy worker will benefit their bottom line. **Commissioner Espinoza-Toro:** Thought that putting that in the outreach would help increase Boston Resident numbers. **Amanda:** The word is spreading and we are doing this through unions, owners of our companies and Employee Assistant Programs. A united front shows we care and are here to help one another. **Mary Vogel (Building Pathways):** Turner facilitated a meeting with Building Pathways and Hub Foundation to make sure they understand their obligations before getting on work site. Wellness stand downs is a retention issue and Building Pathway's Employee Advisory Committee along with Metro BTC (the Boston Building Trades) created a Respectful Work Pledge to ensure that diverse workers are in a welcoming work environment. In the previous presentation with J&J, Lonnie mentioned core crews which I always emphasize is an essential piece of making sure a diverse workforce is in place from the beginning to the end. To Janet's point on Kone Elevator, I had a conversation with the Elevator union following the last BEC meeting. We have a direct agreement, our graduates are given some preference in the application process, unfortunately, Kone is subject to the National Elevator program and they can't do that. We are working to getting our graduates into local 4 and have had some success and more to be made. Turner gets it and they walk the talk. **Priscilla Flint-Banks (BEJI):** I hear you talk about Madison Park Development Corp and YouthBuild, but I don't hear you mention Madison Park High School which is a trade school. Is there any type of plan to work with the school? **Alison Stanton (Turner construction):** We are open to partnering with Madison. In the past we worked with Vinny Fanuelli in the Carpentry Department at Madison Park High. **Jim Vaughan (Local 12 Plumbers/Gasfitters):** Please reach out as project continues for any help needed with Boston Resident and diversity efforts. 617-297-6045. **Commissioner Broomstein:** Did anyone answer Janine's question? Is there a way to make applying through the jobs bank part of the application process? **Amanda:** We do include Janine as one of meeting participants in all new pre-con meetings so she's getting introduction to subcontractors from beginning. **Celina (Director of Equity and Inclusion):** Janine is our Job's Bank Coordinator. We can follow-up with that Janine. Thank you, Amanda for including Janine in those Pre-Con meetings. **Commissioner Cofield:** Thank you for your presentation. Looking forward to your 1st review.

III. PROJECT REVIEWS

A. Seaport Block L4

Duration: 49 mins.

Present: Carrie Borges (Turner Construction), Peter Johnson (Turner Construction), Kevin Reppucci (WS Development) and Pam Ruffo (BRJP Monitor)

Project Overview: 192,913 wkhrs, 27% BR, 28% POC, 8% F

Pamela Ruffo (BRJP Monitor): The Project is in compliance with 7 Compliance Efforts. As of now, no job applications have been submitted. This project is under the New Ordinance (51%BR, 40%POC, 12%F). Turner Construction has continued to work with their subcontractors to increase the project's workforce diversity participation by holding 17 Corrective Action meetings: the most recent on 11/04/20 with AA Will, American Plumbing, CP Blouin, Central Ceilings, Island International, JC Cannistraro, Metro Glass & S&F Concrete. The meetings were attended by Turner's Project Executive & Union Business Agents from Local 7 Ironworkers, Local 550 Sprinkle Fitters, & Local 223 Laborers. Carpenter's Local 327 Business Agent had technical issues. The subcontractor's corrective action plans are attached. Boss Steel (3rd largest subcontractor) started onsite with only 3% Resident workforce. After attending an 11/14/19 Corrective Action meeting the resident participation is currently at 31%, POC 28% & Female 9%. Turner Construction encourages the subcontractors to work with their Unions to increase their workforce diversity. The project received 22 Work Request documents: A.A. Will (9), Island International (6), Marr Crane & Rigging (1), NH Steel (1) & S&F (2) & Turner Construction (3). I appreciate Priscilla Flint-Banks recommendation to promote Madison Park High School, as we do with Building Pathways and YouthBuild and I will communicate that on all my projects going forward. **Commissioner Cofield:** Completion percentage is 55%, AA Will is just about done with no way to catch up on numbers, Equipment Operators still have problem with Boston Residents, People of Color and Female numbers. Looking at some of the letters and requests to the Business Agents, it appears the people asked for are not equivalent to the request. Are these true statements? **Carrie Borges (Turner Construction):** Yes. We take a whole team approach and include everyone in the Pre-Con and Corrective Actions meetings. We're trying hard to get the numbers. We ask/beg for Local Business Agents to be involved for each trade and want them to understand the gaps in their Locals. It helps us understand if subs are reaching out for what they need. **Commissioner Cofield:** I'm trying to figure out the disconnect. Some of these letters are ridiculous in that you're getting the opposite of your asks (Boston Residents, People of Color and Females and you're getting white males). In the unions, we're all screening and vetting the lay off list. What's the plan/projection at 55% for next quarter? **Carrie:** Pushing for all subs to meet and better their numbers. Ramping up MEP trades next quarter. To foster interest in the MEP trades we're working with Jordana Montero from Building Pathways to do a video for Building Pathways for a virtual jobsite tour and interviewing both Building Pathways and Project Exit graduates who are currently on the job site. Our outreach includes Wentworth, MGH STEM and students in underprivileged areas. In addition, our jobsites engage with the Community through charitable donations each quarter (over \$1,000 donations from subcontractors). **Commissioner Cofield:** The concern is getting to the new ordinance goals. Are you getting positive feedback for bringing new people from different trades, if they're not on the bench? **Carrie:** We were on the trajectory to improve numbers when COVID shut things down. Not to make an excuse, it has been a struggle in the remobilization with varying challenges for people, daycare and homeschooling being a major part of that challenge. **Commissioner Cofield:** A daycare program was just started, perhaps someone on the call can speak to that. **Carrie:** That's going to help. **Commissioner Cofield:** Unfortunately, the work is mostly completed when the problem(s) comes to light. As well as we're making efforts, we stall out ½ way there, therefore, more pressure needs to be put on the Business Agents. **Peter Johnson:** I sat in on CA meetings in early November, Asia, Carrie and Pam did a great job pulling the principles for subcontractors and Business Agents in. There was great feedback and many committed to improving and had decent plans to do that. CP Blouin talked about their engagement in apprenticeship program. **Commissioner Cofield:** You have subs saying their numbers will get better (Metro Glass and Metal). Do you see them favoring one trade over another and splitting it up (Carpenters, Ironworkers and Glaciers)? **Carrie:** Metro just added 5 Boston residents. I'm not sure if that's reflected in the recent numbers. We are pushing for glass people (composite trades) to have numbers across all trades and not focus on just one. **Commissioner Cofield:** Cannistraro and TG Gallagher (MEP) their numbers look good. The Painters/Plasters- No females need to improve that. Gaston Electric numbers will increase? **Carrie:** They provided commitments at the last meeting and have had a small crew but will be ramping up with hopes to be at a better place next review. **Commissioner Everett:** Given COVID, we understand the new normal of communicating. Pam mentioned no applicants. Is there a reason for no onsite job applications and have you engaged other ways of outreach (newspaper advertisement, etc.)? In regards to the Corrective Action meetings, do you have people who have not met Corrective Action plans and what's the accountability process? **Carrie:** We do have a job application box. I will check with Turner on a virtual process. Typical Corrective Action meetings are effective. We work with subs on their Corrective Action Plan which results in huge improvements and when it doesn't we try to think out of the box. **Commissioner Everett:** The Boston Employment Commission (BEC) is not an adversarial entity. If when you're asking for assistance from subs and Business Agents to no avail, please treat us as a partnership and reach out to BRJP/BEC. **Carrie:** I really appreciate that, thank you. **Commissioner**

Espinoza-Toro: When AA Will was approached about their low numbers (Equipment Operators and Piledrivers), what was their response in regards to challenges? **Carrie:** Usual challenges were they reached out to halls and no one available, people didn't exist in those categories (BR, POC, F) that had the skill. They did have ebb and flows where some months they did well and others they didn't. They were also the sub that was most hurt in remobilizing after the COVID shutdown. **Peter:** At corrective action meeting they stated they requested Boston residents, people of color and females especially with operators. They've gotten more apprentices which are not able to hit the job for a few years due to training. **Commissioner Cofield:** The line in the letter from Gaston Electric "moving forward with BRJP employees that will be moved from one job to another". The mindset on how they are looking at the hires needs to be changed. **They are not BRJP employees because they are working under the program.** **Carrie:** Understood.

Public:

Priscilla Flint-Banks (BEJI): I'm a resident of Boston and an advocate that runs an organization called the Black Economic Justice Institute. I'm very disappointed in these numbers. These are a lot of excuses that have been given before COVID. It's 2020 and change really needs to happen! Boston Residents need work! **Commissioner Cofield:** We will follow-up with Commissioner Watson on how to move forward with corrective action meetings through BRJP regarding subcontractors who are habitually out of compliance. **Mary Vogel (Building Pathways):** The daycare reference Commissioner Cofield mentioned is the childcare project pilot with Community Labors United, Building Pathways, Carpenters and Building Trades which just launched. Some families and family care providers have been recruited and we're seeking letters of interest from Building Trades workers in need of early hours care. I can let BRJP know how workers can contact those running this. Also, I keep alluding to our Finishing the Jobs Best Practices Manual by Policy Group on Tradeswomen Issues. It explains that subcontractors expressing the challenges of getting diverse workers from the hall should send letters to the trustees on the apprenticeship committees letting them know that they need to focus on recruiting diverse apprentices. I had a conversation with AA Will that they do that and this should be addressed in corrective action meetings. I realize this is not as simple with Local 4. **Carrie:** Mary, please send us information on the daycare pilot program. Perhaps we can create a flier, sometimes the information doesn't get to those who it should. **Mary:** The Plasters had a challenge with women and they are being honored at an awards benefit tomorrow for achieving 20% in the female category. A Building Pathways graduate working for Local 534 was not just having an issue with daycare, her issue was also homeschooling because the children are having to do school remotely. So there's an impact there. **Carrie:** It's had an impact on me and my staff. **Mary Malasik (BEJI):** It's very disappointing these numbers are over 2 years in time and it's not getting any better. If you have not been able to do it in 2 years, it's most likely not going to happen any sooner. In your business, you should be able to move much faster than government and unfortunately there's no incentive for you to do that. **Barry Keady (Local 12 Plumbers):** I just want to point out, unfortunately, sometimes contractors don't tell the truth (gave example of a letter he received). They don't always reach out to us so keep the unions in the loop and reach out to individual union halls. Also, I don't like to disagree with Mary, but our last two apprentice classes was 20% female. In addition, you have to guard against filling these jobs with just apprentices because 20% of apprentice hours is lost in training. **Carrie:** The reason we invite the Business Agents to the meetings with the subcontractors is to make sure they are reaching out. **Commissioner Cofield:** Barry is 100% correct. However, we still need to look at the disconnect. As it was said, the New Ordinance is 2 years old and the numbers are not where they should be not just on the smaller jobs in the city but on the larger jobs (Seaport area). As Barry stated, Business Agents will tell you they have workers on the bench, but contractors have to make the ask. **Commissioner Burton, "JC":** What is the forecast from the MEP standpoint? **Carrie:** We have been working with them to get workforce projections. Some have started and will be ramping up their crew size in next 2 weeks. **Commissioner Burton, "JC":** Peter, what's the strategy? Will the balance be made up in finishes? **Peter:** In core shell there's not a ton of finishes. We are focusing on MEP trades. Cannistraro at the time of the report had 4 workers. They are ramping up quickly and within the week or 2 has added 2 People of color, a Boston resident and a female. **Carrie:** Metro Glass added 6 Boston residents this week as they are ramping up. **Peter:** I can't remember the subcontractor that is ramping down and has committed to hold on to their Boston resident(s), people of color and female(s) on their crew. It's not as good as adding but their percentages are going up. **Commissioner Burton, "JC":** When is the turn over? **Peter:** September 2021 (10 months).

Present: Hemant Khaneja (Samuel & Associates), Brooke Woodson (Suffolk), Corey Allen (Suffolk), Peter Reiley (Suffolk) and Manuel Barbosa (BRJP Monitor)

Project Overview: 35,984 wkhrs, 22%BR, 35%POC, 3%F

Manuel Barbosa (BRJP Monitor):

With the amount of workhours performed by Liberty, female numbers (0%) must improve.

Corey and I are working together to address and will have a corrective action meeting and asking for plan of action letters from subcontractors to have a plan during the COVID pandemic. **Commissioner Cofield:** What is completion percentage? **Corey Allen (Suffolk):** 15%. **Commissioner Cofield:** Still early. **Corey:** Yes, still early. I took over this past June. After the restart of being shutdown by COVID. **Commissioner Cofield:** Everyone is using COVID as an excuse and jobs are wide open. **Corey:** I'm not using as an excuse, just stating that since I came on, although there is improvement to be made, we are on an upward trend until close of this project March 2022.

Commissioner Cofield: The female and Boston resident numbers (Liberty) are horrifying and Suffolk is usually closer to the top of chart in making sure numbers are met. People are pulled in from out of the city to make the People of Color numbers. **Corey:** Understood, the next big trade partner coming on is G & C Concrete.

Commissioner Cofield: G&C Concrete is always a problem. **Corey:** I reached out to them via email and copied Manny to reiterate that we have high expectations of them on this project. **Commissioner Espinoza-Toro:** What are the main steps taken, in particular with J. Derenzo, to bring numbers up? Jessie who handles compliance for J Derenzo has been able to bring up numbers for JDC Demo who is under the same umbrella as J Derenzo, we will make sure to address in the corrective action meeting and emphasize that as individuals come available they are brought on. **Commissioner Burton, "JC":** McDonald Electric has a high ratio of People of Color, no females and no Boston residents. Is there any insight into this? **Corey:** I recently had a conversation with Tom Cooney (Co-Owner McDonald Electric) to thank him for working with a young man who was a graduate of Building Pathways and also addressed the numbers on this project. What we're finding is that when individuals get into the trades and are Boston residents, as they are making a liveable wage, there's a transition to move outside the city which changes their Boston residence status to the people of color category. That happened on this project and is a trend that we're seeing.

Commissioner Broomstein: Where is 201 Brookline Ave? **Corey:** Fenway. **Peter Reiley (Suffolk):** This is Phase II of this project. **Commissioner Broomstein:** Why wasn't Tom Cooney invited to this meeting? **Corey:** I wasn't aware trade partners/contractors needed to be here. **Commissioner Broomstein:** So these numbers won't be addressed? **Corey:** We're not saying 13% Boston residents is ok and McDonald Electric will be on the corrective action meeting list. Tom was able to get me some participation but not what we are looking for. **Peter:** McDonald has only 1-2 guys on site right now and will ramp up as job ramps up. **Manny:** Historically speaking, electricians do pretty well with resident numbers - high 30s and with females. We will address this at the corrective action meeting. **Commissioner Broomstein:** Tom is usually good so that's why I'm concerned. He works with Building Pathways. **Corey:** As I shared, my call to him was to thank him for what he did to help this young man who was a graduate of Building Pathways. **Commissioner Everett:** In general, not for this project only. Is there any concern that COVID has allowed some contractors to use that as an excuse when it had been a pattern with some before COVID? It's important to be mindful that we cannot allow this excuse to be a lingering refrain for a long period of time. There has to be a challenge to this and require that efforts be shown. **Corey:** There is a way to look at weekly payroll logs to determine trend from February/March (\$600 Stimulus). The other side of this is continuing to work on the pipeline. I was working with a young man with the assistance of Commissioner Cofield in January who was a high school student and unfortunately, COVID impacted our outreach because the Carpenters stopped taking anyone. We've since started back the process. With that said, we have an aging workforce in Boston and need to continue to work with Madison Park High School to fill the pipeline.

Commissioner Cofield: Madison Park High has increased their advisory board. I serve on it and getting more GCs on the board to bring the school where it needs to be would be helpful. **Corey:** Do you know who from Suffolk sits on the advisory board? I don't have an official position, but as a former teacher there, I have worked with Kevin McCaskill. **Commissioner Cofield:** I haven't seen anyone from Suffolk. **Brooke:** I don't think there's a Suffolk member on the board. It's been a challenge getting the school where it needs to be. **Commissioner Francis:** There is a new group at Madison Park, Career Action Network with a representative from Suffolk, Jeffery Gouvey, I'm part of that group. **Brooke:** Jeff is number 2 after John Fish, we can talk to him about who might have that role in the advisory group. **Corey:** Commissioner Francis we were able to get one of your young ladies in but due to

COVID it got canceled. I don't have an official capacity with BFIT, but as low man on the totem pole, I will continue to fight. Commissioner Cofield, as we come back for our 30-35% review, you will see improvement.

Public:

Paula Guinney (Liberty Construction Compliance Specialist): We just got on to the project and doing miscellaneous scope. We only had 3 workers on site (a minority resident foreman). Because we are on so many jobs, we have female workers spread out. We do look to add females in the New Year. **Commissioner Cofield:** Let's be clear Liberty has not performed well over the years. **Paula:** As I came on, I made efforts to rebuild our reputation and you will see a change and an uptick in female numbers in the upcoming year once we've increased our scopes of work in the upcoming months. **Commissioner Cofield:** We were hoping that the increase would come with the hiring. **Paula:** That is my goal to have a diverse core crew once we get on site, but the COVID shutdown created a rift in what I tried to do. **Priscilla Flint-Banks (BEJI):** Hayward Baker and J Derenzo have been bad apples forever. **Corey:** Duly noted.

Celina: Let's approve the minutes. **Kim Odom (Boston Employment Commission Coordinator):** Commissioner Burton had to leave early but left a comment in her absence. She is voting to approve all minutes with amendment to October minutes that her name reflect as JocCole "JC" Burton. All Minutes approved (**Commissioner Cofield, Commissioner Everett, Commissioner Broomstein**).

South Station Air Rights

Duration: 25 mins.

Present: Shelley Webster (InOrder Business Development), Greg Spivey (Hines), Brooke Woodson (Suffolk), Emily Earll (Suffolk), Rick Pielli (Suffolk), Rob Rogers (Suffolk) and Manuel Barbosa (BRJP Monitor)

Project Overview: 34,691 wkhrs, 24%BR, 25%POC, 5%F

Manuel Barbosa (BRJP Monitors): Project was going to use salesforce to report payroll submission, but was unable to move forward due to COVID (due to the scheduling and bringing in subcontractors for training). Payrolls were placed on hold during the time. Payroll is listed at 11days but since moved on to access reporting has been at 6 days. With the most hours worked, Liberty has underperformed on Boston Residency (33%). Improvements must be made in this area for project to be successful. **Shelley Webster (InOrder Business Development):** Liberty has worked 2 shifts with 10 workers on site – 5 Boston residents, 2 People of Color and 1 Female. Prior to this time, their work has been very inconsistent and it requires licensing for certification from Amtrak that has impacted their numbers. Significant improvement should be forthcoming. **Brooke:** In addition, because this is an active station there has to be safety training which is another added step to getting workers on to the site. **Commissioner Cofield:** Is there an early program to get workers their safety certificates so delay in work doesn't become a problem? **Shelley:** It's been impacted by COVID, workers have to get certified by Amtrak/Keolis. **Commissioner Cofield:** Does the GC pay and how long is the course? **Shelley:** Yes, there's a fee and it's a week long session. With the work interruption, it's been difficult to have a plan, but I believe that's happening now and I will circle back with team on logistics. **Commissioner Cofield:** If we have a projection of when workers can be added to the roster, folks can be trained and ready. At least look at it. **Shelley/Brooke:** Understood. **Commissioner Cofield:** This is a very large project - \$1 billion? **Shelley:** Yes. **Commissioner Cofield:** There was a concern with the last review, and this will quadruple the number of workers needed. What is the concern with both of these jobs happening at the same time? **Shelley:** Like every other job, Boston residents is a challenge. I'm asking companies if they're not able to get these workers from the unions what internal effort is being done to sponsor a worker into the unions. What are you doing as an organization to improve the pipeline because you are working on Boston projects and it's expected that Boston workers are involved in the work. **Commissioner Cofield:** With Suffolk's Partnership series, have we looked at signing new minority companies even with small workforce. **Brooke:** We are actively looking at that come Spring. We have 13 BRJP active projects (not including BPDA). I keep hearing COVID and not to make an excuse, however, we have to realize that 80% of the workforce impacted by COVID are women. **Commissioner Cofield:** I'm seeing African American workers not working because we're using other minority workers from outside of the city. This is not to undervalue other minority groups. People in the city of Boston are hungry and can't pay bills and folks are coming from outside the city getting the work our city residents should be getting. Let's stand firm on the Boston Residency Jobs Policy and Diversity and Inclusion in the City of Boston. **Shelley:** We agree and are committed to push.

Public:

Priscilla Flint-Banks (BEJI): I know all of you are trying. I repeat, this went on before COVID. The same sorry excuses. Why can't we create something that will work? No one wants to do the right thing for lack of better words. We have an ordinance that can be enforced, but the city won't enforce it. With all the smart people at City Hall, we can't figure this out. If this remains the case, do away with the BEC and BRJP. I see new Commissioners, thank you, maybe you will help change things. **Commissioner Everett:** Priscilla, thank you for your comments. I understand your frustration and want to acknowledge that. The Commission has work to put teeth into the ordinance and are having internal meetings to address this. The 7 Compliance Efforts doesn't include the goals and that's a problem. **Priscilla Flint-Banks (BEJI):** The amended ordinance was supposed to give teeth. It's not fair to our communities, Roxbury, Dorchester, Mattapan, that's where my concern is not the Seaport. I thank you Commissioners and I know you're not getting paid and your service is voluntary. To me this is a joke that there's no repeat offenders sanctioned or debarred. Hayward Baker! Come on! There's no other contractors that can do that type of work. We have to go back to the same bad apples? **Janet Jones (Boston Jobs Coalition)** I am 200% with Priscilla! Chuck Turner, may he rest in peace, but I don't think he is. Where are the fines, they could be generated and pay for affordable housing. Our part of Dorchester is being gentrified as I speak. The U Mass area is up for major construction going for the rich, well off, white, whatever! **Commissioner Cofield:** That completes the reviews November.

IV. DIRECTOR'S REPORT:

Duration: 8 mins.

Celina Barrios-Millner (Equity and Inclusion Director): Thank you all for attending today. Thank you to members of the public that always keep us focused on why this work matters. Thank you to everyone helping to build the pipeline from the unions, nonprofit organizations and community advocates we heard from.

We are going to be holding our first virtual Job Fair for the City Hall Renovation project renovating City Hall Plaza which will be held on 12/8/20, 4-6pm. The Job Fair is in partnership with Shawmut Construction, City of Boston's Public Facilities Department, Building Trades Council and we'll be joined by Building Pathways and Policy Group on Tradeswomen Issues (PGTI). The purpose of the Job Fair is to showcase current opportunities and to connect with Unions working on the project.

This week the city will launch 3 new funds: The Certified Relief Fund for Small Businesses (up to \$15,000) boston.gov/econdev. Application available this week only. The ReOpen Boston Fund remains open.

Please welcome our new BRJP Construction Monitor, William Dickerson, Jr.

Directors report is pending approval, due to lack of quorum and will be revisited during December 16, 2020 Boston Employment Hearing.

Meeting adjourned: 3:54