

7140-Boston City Hall Project

May 19, 2021

Developer: City of Boston

Awarding Authority: Public Facilities Project (PFD)

General Contractor: Shawmut Design and Construction

Construction Cost: \$79,000,000.

Construction Period: 06/2020 - 12/2021

Construction Monitor: Pamela Ruffo

Percentage Complete: 25%

New BRJP Ordinance Goals: **51% Resident** **40% People of Color** **12% Female**

Project Description:

The City of Boston is preparing to undergo a renovation project to the Boston City Hall Plaza. This project scope includes the following: site demolition and stripping of existing finishes, geo-structural reinforcing over MBTA Tunnels, new grading and landscaping, renovations to the North and West entries of the existing Boston City Hall, as well as construction of a 4500 square foot new civic pavilion building at the north portion of the site.

Boston Employment Commission Project Review

I. Overall Numerical Compliance

Report Run Date: 05/10/21

Includes Work Records from: 06/14/20 – 04/25/21

# Workhours	# Workers	# Contractors	% Residents	% People of Color	% Female
38,945	290	19	29%	37%	10%

II. Numerical Compliance by Major Trades

Report Run Date: 05/10/21

Includes Work Records From: 06/14/20-04/25/21

Trade	# of Work hours	# of Workers	% Resident	% People of Color	% Female
Laborers	16,516	125	35%	48%	10%
Equipment Operators	8,963	53	4%	9%	0%
Wreckers	4,428	17	48%	24%	16%
Piledrivers	2,359	6	30%	69%	32%
Carpenters	2,161	21	39%	44%	1%

III. Numerical Compliance by Major Contractor

Report Run Date: 05/10/21

Includes Work Records From: 06/14/20-04/25/21

Contractor	# of Work Hours	# of Workers	% Resident	% People of Color	% Female
The Welch Corp	11,352	41	26%	33%	9%
The Welch Corp employs Equipment Operators & Laborers					
Atlas Drilling	6,570	16	23%	35%	12%
Atlas Drilling employs Equipment Operators, Laborers & Piledrivers					
S&F Concrete	5,296	60	26%	42%	6%
S&F Concrete employs Carpenters, Equipment Operators, Laborers & Masons					
NorthStar Contracting	4,954	28	46%	26%	16%
NorthStar Contracting employs Asbestos Workers & Wreckers					
W. L. French	2,053	22	40%	47%	11%
W. L. French employs Equipment Operators & Laborers –completed scope of work					

Boston Employment Commission Project Review

BRJP Highlights and Concerns:

- The project had a BEC Special Presentation on 08/19/20. The Project is 25% complete.
- Shawmut Design & Construction overall payroll submissions are not meeting the 7 day submission date. Late payrolls have been addressed & a better system is going to be achieved by Shawmut Design & Construction going forward.
- Shawmut Design & Construction has been committed to achieving the BRJP Workforce goals by participating and requiring their subcontractor's participation at our two jobs fair. The December 2020 job fair was attended by The Welch Corp, Starlit Construction and S&F Concrete. The Welch Corp did reach out to a few of the participants but none were interested in joining the union. The April 2021 job fair was attended by SMJ Metals & Dandis Contracting. As of now no placements have been made. But as the non-union crews start onsite we will be working with our Jobs Banks department.
- Four of five top subcontractors are struggling with resident participation. And they all employ Equipment Operators. The Welch Corp requested a meeting with Mike Bosse the Business Agent of Local 4 Equipment Operators in September 2020 after an unsuccessful Work Request was submitted (attached). The BA informed us at the meeting that d though they continue to struggle with resident/female members. The union apprenticeship program is made up of more females then ever and some are Resident/POC as well. However, those apprentices would not be available until a few years of training were completed. The BA further stated if we know of any licensed non-union Resident/POC/Female equipment operators he would be eager to speak with them for future placement in the union.
- NorthStar Contracting is the 4th largest subcontractor onsite with solid workforce participation of 46% resident, 26% POC & 16% Females. We appreciate their efforts in employing females from the Asbestos & Wrecker trades. They are an example to other subcontractors regarding your core crews need to have better diversity to achieve the BRJP goals.
- Lynnwell Associates has started onsite with solid workforce participation 87% Resident, 28% POC & 28% Females. They employ electricians.
- Laborer trade is 1st largest trade onsite has exceeded the POC goal with 48%. Female participation is great at 10%. The resident participation still needs work at only 35% goal. I had a meeting with Mike Cimmino of Local 22 Laborers and Jim Monroe of Starlite Construction regarding the availability of Resident/POC/Females. Jim Monroe committed to communicating with the BA on a regular basis to ensure when the labor crew increases he will place a female laborer. During our meeting I was informed by the BA that S&F had requested a Resident/POC concrete laborer to be placed now on the project. Awaiting their next payroll to reflect the placement.
- Asbestos Trade has exceeded the POC goal with 78% participation and Female goal with 24% participation.

Enforcement of 7 Compliance Efforts (Compliance Determination Rubric is attached)

- Pre-construction meeting (failure to attend)- in compliance
- **Weekly payroll submission (late submittals)-under final review**
- Corrective Action meeting (failure to attend)-in compliance
- Boston Employment Commission Meeting (failure to attend)-in compliance
- Providing communications/confirmations-in compliance
- Jobs Bank Referral(s)-in compliance
- Boston Resident Verifications-in compliance

Boston Employment Commission Project Review

RECOMMENDATIONS: The BRJP Office recommends that Shawmut Design Construction:

- Request a meeting between the following subcontractors S&F Concrete & Starlite Construction and the Carpenters Business Agent to put together a plan to place Resident/Females on this project.
- Create a better payroll submission system & resident verification tracking system to reach the BRJP goals.
- Remain focused on the non-union subcontractor's workforce participation; make sure they are in contact with our Job's Bank Coordinator for any assistance in making job placements on this project or any other projects they are working on in the city.
- To continue to reinforce to all subcontractors to remain proactive in efforts to meet the employment standards for the duration of construction. And to provide documentation that substantiates on-going effort to address deficiencies.

ATTACHMENTS:

- PROJECT STATISTICAL REPORT *by trade*
- PROJECT STATISTICAL REPORT *by contractor*
- HISTORY REPORT FOR 5 MAJOR CONTRACTORS
 - The Welch Corp
 - Atlas Drilling
 - S&F Concrete
 - NorthStar Contracting
 - W.L. French
- Walk-On Application-Union Carpenter
- Work Request-The Welch Corp Local 4 Equipment Operators
- BHP BEC Review Presentation
- BRJP Compliance Rubric