

Boston Employment Commission Hearing Minutes

A monthly hearing of the Boston Employment Commission (**BEC**) was held virtually on Zoom, March 16, 2022.

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

Hearing Begins: 1:05 PM

Commissioner Burton expressed acknowledgement of Women’s History Month.

I. MINUTES

February 16, 2022, minutes accepted and approved (motioned by Commissioner Broomfield, second by Commissioner Francis and approved by all).

II. SPECIAL PRESENTATIONS

A. Dudley Crossing

Duration: 10 mins.

Present: Andre Barbour (NEI General Contracting) Diane Clark (Nuestra Comunidad Development Corp.), Marisa Somers (NEI General Contracting), John Feuerbach (Mayor Office of Housing) and Robert Woodson (BRJP Monitor)

Overview:

Andre Barbour (NEI General Contracting): The Dudley Crossing project is located at 375-397 Dudley Street, 204-210 Hamden Street Roxbury, 02119 (Under New BRJP Ordinance • 51% Res, 40% POC, 12% Women). The overall project will include 47 residential units and approximately 3,700 sf of commercial space. This project will increase the number of deed-restricted affordable units from 9 to 47, of which 42 will be LIHTC units. Approximately 16 Months of Construction. First Contractors to Mobilize: ACM Group (Abatement - early March), Metro Equipment (Site - early March), JDC Demolition (Late March). Estimated Completion 6/30/2023. Construction Value: \$12,489,508.00 (MBE: 48%, WBE: 11%). MBE/WBE Contractors: HB Plumbing, G&O Electric, V. Francis Mechanical (HVAC), A&R Roofing and Metro Equipment (Sitework). Prior to Mobilization: Internal Pre-construction kick-off meetings; Attendance to subcontractor weekly coordination meeting; Building relationships with individuals responsible for hiring workforce; Internal Compliance Reporting workshop; Quarterly Workforce Projections and On-site Application Station & Online (each construction site has one). All stations will have two mail boxes – one for blank applications and one for completed applications which is locked. Applicants can visit www.NEIGC.com to apply online or scan our QR Code. **Commissioner Burton:** Would others like to add anything? **Diane Clark (Nuestra Comunidad):** Andre covered everything. **John Feuerbach (MOH):** Happy to be working with Nuestra. **Commissioner Burton:** Thank you for your presentation.

Public:

Janet Jones (Community Advocate/Activist): How does this follow-up on the previous projects? **Andre:** We have expanded in our workforce engagement outreach.

B. Mattapan Station Village

Duration: 22 mins.

Present: Josh Weissman (POUA), Donald Alexis (CICD), Andre Barbour (NEI General Contracting), John Feuerbach (MOH) and Robert Woodson (BRJP Monitor)

Overview:

Andre Barbour (NEI General Contracting): Located in Mattapan at 872 Morton Street (Under New BRJP Ordinance 51% Boston Residents, 40% POC, 12% Women). New Construction of 40 mixed-income affordable and workforce Apartments. Approximately 18 Months of Construction. First Contractors to Mobilize: Genesis Utilities (Sitework & Utilities - early/Mid March), Keller NA (Site Improvements - early April) , Diaz Construction (Concrete - Mid-April), O'Neill Masonry (CMU Shafts - July), JWC Steel (Structural Steel - July). Estimated Completion 8/31/2023. Construction Value: \$12,777,062.00 (MBE: 40% • WBE: 14%). MBE/WBE Contractors: Outkast Electrical (Electrical), JKA Construction (Rough Carpentry), Commercial Air Control (HVAC), HMB Construction (Finish Carpentry), G. Brouillette (Roofing). Prior to Mobilization: Internal Pre-construction kick-off meetings; Attendance to subcontractor weekly coordination meeting; Building relationships with individuals responsible for hiring workforce; Internal Compliance Reporting workshop; Quarterly Workforce Projections.; BHA Resident Engagement; Collaborate with Boston Housing Authority on Resident outreach efforts; Flyers; Engagement Letters; Community Engagement; Madison Park High School; YouthBuild Boston; WORC²; Other Community-based organizations & partners and On-site Application Station & Online (each construction site has one). All stations will have two mail boxes – one for blank applications and one for completed applications which is locked. Applicants can visit www.NEIGC.com to apply online or scan our QR Code. **Fatima Ali -Salaam(Greater Mattapan Neighborhood Council):** What measures are in place to get the outreach for workforce? **Andre:** We currently review weekly payroll and flyer distribution to neighborhood groups. **Commissioner Burton:** When is the project starting? **Andre:** Within the next couple of weeks we mobilize. Site work begins next week. **Fatima:** How are you keeping track of who's applying? **Andre:** A walk-on applicant log is kept. We can share how many people have applied. **Commissioner Broomstein:** I'm familiar with Outkast. What is the record of the other subcontractors? **Andre:** Confident in HB (Local) – Commercial Air Control – Genesis's biggest struggle is elevator operators.

Public:

Juwan Skeens (ROC - Redefining Our Community Neighborhood Organization): Our Neighborhood organization along with 14 other neighborhood associations asked to be informed of what's coming before construction starts. As part of our outreach, we will have a life skills training and wellness center in the 872 Morton Street development. We would like to know the employment outreach to the neighborhoods; Community groundbreaking; Community Occupancy Agreement and Ribbon cutting for the Steven P. Odom Serenity Garden (a community benefit as part of this development). **Josh Weissman (POUA):** Ground breaking and ribbon cutting will most likely take place in April/May. **Donald Alexis (CICD):** This meeting is more about construction. I'd like to suggest a follow-up meeting to address your workforce concerns. **Commissioner Burton:** The Commission would like to know those follow-up answers. We can tell this community group is going to hold this Developer/GC team accountable. **Andre:** In regards to the workforce concerns, we will share any advertisement/outreach to all neighboring agencies. **Commissioner Burton:** We look forward to your review.

III. PROJECT REVIEWS

A. 1252-1270 Boylston (Scape Building

Duration: 13 mins.

Present: Vera Addi (Suffolk Construction), Kyle McQuaide (Suffolk Construction), Trevor Sullivan (Suffolk Construction), Stephanie French (Suffolk Construction), Brook Woodson (Suffolk Construction), Michael Spignese (Scape Boylston LLC), and Stacey Watson (BPDA Monitor)

Project Overview:

208,117 wkhrs, 830 workers, 20 Contractors, 26%BR, 43%POC, 8%F

Stacey Watson (BPDA Monitor): This project is 55% complete. **Highlights and Concerns:**

Several corrective action meetings have been held. On December 16th we met with contractors who were not meeting the goals.

- AMI met with us and promised that they would add Residents in the spring. We met again on the 4th of March and AMI will have Resident by the end of March.
- E M Duggan in response to the request to add more residents on site has added a minority resident on site.
- Axion has hired a female who will start on site Monday the 7th
- Local 7 attended the corrective action meeting on March 4th. I was informed that they were able to supply a resident for Regis Steel and a female for Superior Steel who will start Monday the 7th.
- Best Faith Efforts were submitted by all Sub Contractors that were not in compliance.
- This project has had several corrective action meetings. With every meeting more residents and females were added on site.

Brooke Woodson (Suffolk Construction): Stacey working well with Vera on this project. **Commissioner Burton:** Boston resident numbers are the lowest. What's the strategy to improve? **Stacey:** When they have to stop, workers go elsewhere. Wherever asked to provide more residents, they accommodate. **Commissioner Burton:** We know Suffolk has been super active. Are there trades? **Stacey:** It goes up/down depending on contractors on site. **Commissioner Burton:** What's the source of the stoppage? **Kyle Mcquaide (Suffolk Construction):** The union halls don't always have the people to meet goals. We are meeting weekly with them. Covid outbreaks have also been a factor. **Trevor Sullivan (Suffolk Construction):** 2 biggest Factors – S&F demobilized over the last month and had the biggest resident numbers.

Public:

Janet Jones: Shout out to Stacey. She does exceptional work.

Stacey: Shout out to Vera. **Commissioner Burton:** Thank you for your review.

B. 5 Washington Street

Duration: 22 mins.

Present: Rose Gaitan (Callahan Construction), and Takara Hamilton (BPDA Monitor)

Project Overview:

26,742wkhrs, 152 workers, 9 Contractors, 5%BR, 58%POC, 1%F

Takara Hamilton (BPDA Monitor): This project is at 20% complete and is moving extremely slow. Time-frame keeps getting pushed back. Unfortunately this impacts workforce goals. K. Regan has guaranteed they will have the requirements and we will follow-up. Sea & Shore/Resource Options recently hired in the last 2 months 2 full-time and 2 temps. Genesis hired a female BRJP compliance person. Turner Brothers provided active job advertisements. **Rose Gaitan (Callahan Construction):** Covid/Construction deficiency impacted inconsistency in the schedule. Wood framing is starting next week. EDI (Electrical) and Fire Protection will be on site.

Commissioner Burton: It's hard when you see zeros across the board. Even with the pandemic. Are you vetting companies before awarding? Numbers don't lie. 70% People of Color, but most likely they are coming from outside of the city of Boston. **Answer:** Started 2020 – All contracts awarded. Working on a Job Fair to be hosted on our site. Outreach to local housing agencies in next couple of weeks with ramping up of subcontractors.

Commissioner Burton: Sounds like there's no pre-screening. What was the process for compliance and what penalties for non-compliance. **Rose:** We've hired Shelley Webster/Rolanda Dinkins (InOrder Business Solutions Development). Meeting everysubcontractor. **Commissioner Francis:** In regards to deficiencies – curious about when job fair will start. Is the goal of the job fair to shift to a pro-active approach on all projects and not just a one-time thing? **Rose:** It's the perfect time to get people on board.

Public:

Fatima Ali -Salaam(Greater Mattapan Neighborhood Council): Takara how do companies work with vocational school, Madison Park to get the Boston resident numbers up? **Commissioner Burton:** gave context to the BEC agenda projects. **Takara:** I haven't heard of non-union companies partnering with Madison. Not sure if that

matters. We encourage non-union to partner with apprentice programs. **Commissioner Burton:** Can Callahan address that and Commissioner Cofield might be able to speak to that as well. **Rose:** Great question. I don't have exact answer and will talk to Rolanda and Shelley. **Commissioner Burton:** In general most are partnered with Madison Park. Sometimes union sometimes not. **Commissioner Cofield:** Madison Park has started an adult program. Bill Moran (The Community Mentor Group) located at the old Ice Skating Rink. **Commissioner Burton:** When contractors have zeros across the board, it doesn't reflect well. Glad you brought on Shelley. Fatima, the BRJP doesn't give a specific pathway to achieve the goals. Benjamin Franklin Institute of Technology (Bfit)/Mass Hire/YouthBuild, etc. It's the BRJP/BEC to monitor their process. **Commissioner Cofield:** We are lifting up Katrina Conrad's (WORC²) program as well. **Commissioner Burton:** Would like to see this project in 3 months.

C. BU Data Science Building

Duration: 13 mins.

Present: Corey Allen (Suffolk Construction), Brooke Woodson (Suffolk Construction), and Pamela Ruffo (BRJP Monitor)

Project Overview:

343,335 wkhrs, 1,354 workers, 22 Contractors, 24%BR, 35%POC, 6%F

Pamela Ruffo (BRJP Monitor): BRJP Highlights and Concerns:

The following subcontractors are contributing to the decrease in Resident workforce participation & attended a Corrective Action meeting on 02/17/22: East Coast Fireproofing 12% Resident, E. M. Duggan 29% Resident, Gaston Electrical 17% Resident, Hayward Baker/Keller 16% Resident, Liberty/Fuse Builds 22% Resident, S&F Concrete 25% Resident, Select Paint 11% Resident & Worcester Air 16% Resident. (Corrective Action Letters are attached-S&F Concrete letter will be forwarded).

- E.M. Duggan is working with Building Pathways to hire 3 additional graduates this year. They employ a Madison Park Tech HS intern works in the fabrication shop every other week.
- East Coast Fireproofing hired on 02/22/22 a Resident, POC, Female.
- Gaston Electrical hired 3 Boston Residents (1 is also a female) this week,
- Worcester Air has submitted 1 Work Request form 10/12/21.

4 out of the top 5 trades are struggling with Resident participation: Laborers 28%, Iron Workers 28%, Electricians 17% & Carpenters 26%: New England Finish Sys which is the 5th largest subcontractor onsite with only 19% Resident Carpenters participation. They will be attending a Corrective Action meeting on 03/10/22. Heritage Restoration employs Bricklayers & Laborers. The majority of their workhours are Bricklayers, which is a trade with low workforce diversity; however they committed to increase their workforce for this project. Their hard work achieved 43% Resident, 54% POC & 30% Female participation.

Suffolk Construction Best Faith Effort (attached):

- Madison Park/Suffolk collaboration meeting attended by Brooke Woodson (Suffolk Construction), Kevin MacAskill (BPS Senior Administrator) & BEC Commissioner Priscilla Flint to discuss a focus on placing graduates of Madison Park evening adult program on project sites.
- BU Data hosting a Building Pathways site tour 03/17/22.

Commissioner Burton: We appreciate the engagement of the Developer and GC. **Corey Allen (Suffolk Construction):** We will continue to work on improvement measures. We meet once a week and continue to expand beyond Madison. METCO has trade programs that has Boston resident students. **Commissioner Cofield:** Corey, contact me – 33 directors interested. **Commissioner Broomstein:** Business Agent, Renee Dozier is in conversation with METCO. Good outreach strategy. **Brooke Woodson (Suffolk Construction):** Thank your Pam

and Commissioner Cofield for mentioning Madison's evening adult program. **Commissioner Burton:** Providing information and education to communities. Masshire responsible for HVAC and Welding program. WORC² Flagship of NEI General Contracting. Thank you for your time.

IV. BEC Commissioners' Follow-up Requests/Concerns

- New England Construction (Grace Apartments) written update report on Boston Residence and Female workforce percentages by April 20th BEC Hearing.
- Callahan Inc. (5 Washington Street) to provide written update in 2 months.

V. SANCTIONS:

Commissioner Burton: We are in dialogue with the city staff.

Duration: 2 mins.

VI. DIRECTOR'S REPORT:

Duration: 7 mins.

Andre Lima (Deputy Director of Supplier Diversity/BRJP):

I would like to give our Jobs Bank Coordinator, Janine McClaren the space to share an announcement – **Janine:** Opportunity Fair, April 7, 2022 – collaboration with Dimeo Construction and WORC² located at 2103 Washington Street, Roxbury, MA.

Andre: In regards to the Sanction Policy, we are working on updates to address the impact on smaller contractors. I also want to apologize for the technical difficulties we had getting into the virtual space today. BRJP recently moved to 1010 Mass. Ave. At next month's Commission meeting I will update on virtual/in-person meetings going forward. I heard the feedback on virtual being a better benefit, but it depends on State regulation.

Commissioner Burton called for a motion to adjourn the meeting. Commissioner Cofield made motion to adjourn, Commissioner Broomstein 2nd. All I's.

Meeting adjourned: 2:44pm