

Boston Employment Commission Hearing Minutes

A monthly hearing of the Boston Employment Commission (**BEC**) was held virtually on Zoom, February 15, 2023.

Commissioners Present: Commissioner/Chair JocCole “JC” Burton, Commissioner Travis Watson, Commissioner and Commissioner Priscilla Flint.

Hearing Begins: 1:05 PM

Commissioner Burton expressed acknowledgement of Black History Month and the contribution Black people have made in the Construction industry and the challenges that still persist as it relates to racial equity and inclusion in the Construction trades and the relevance to the mission of the Boston Residence Jobs Policy Ordinance and the oversight of the Boston Employment Commission.

I. MINUTES

January 18, 2023 minutes will carryover for approval at the March 15, 2023 BEC Hearing, due to lack of quorum.

II. SPECIAL PRESENTATIONS

Present: Meena Jacob (POAH), Al Brideau (Dimeo Construction), Lori Corsi (Dimeo Construction), Sandy Paben (Renaissance Groups) and Patricia Maragioglio (BRJP Construction Monitor)

A. Whittier Place Phase 3

Duration: 12 mins.

Al Brideau (Dimeo) gave overview of project description, **Sandy Paben (Renaissance Groups)**, spoke to the Community Outreach and a different approach they are using to provide case management.

Meena Jacob (POAH): Phases 1 – 3 has had the engagement of carpentry students at Madison Park High School (Mock-ups/windows). **Commissioner Burton:** Are students installing? **Meena:** They are constructing a replica.

Public:

Janet Jones (Dorchester Labor Committee): Has Dimeo had more recent projects that are meeting the BRJP ordinance hiring standards? **Lori Corsi (Dimeo):** Orient Heights. **Janet:** Keep up the good work.

Present: Megan Pasquina (Legatt McCall Properties), Chris Gredrich (Suffolk Construction), Anastasie Duffaut (Suffolk Construction), Dara Fredericks (Suffolk Construction), Dakota Jones (InOrder Development Solutions) and Celso Ribeiro (BRJP Construction Monitor)

B. Bunker Hill Housing Redevelopment

Duration: 35 mins.

Megan Pasquina (Legatt McCall Properties): The project development approach has been community-driven since 2018/2021 with a strong emphasis on workforce development. **Dakota Jones (InOrder Development Solutions):** the duration of this project creates opportunity to engage residents and businesses. We lead first design with core internship. Tours of the Greenway, Legatt, Suffolk exposed the students to the construction industry with basic workforce skills. The feedback

received from one student in particular was a successful testimony that the scholarship from his participation allowed him access to Wentworth College and this was an opportunity created before construction began. **Chris Gedrich (Suffolk Construction):** Early procurement took place in December 2022. **Anastasia Duffaut (Suffolk Construction):** Our approach has been creating access to opportunity through partner outreach (*showed vast list of partners*). We have also been sensitive to language barriers and added Spanish translation to the QR code on the Job Application Signage. **Dara Fredericks (Suffolk):** We are excited about ownership support and what's to come. **Megan:** There will be a Career Expo held on Saturday, March 25, 2023. **Commissioner Watson:** What is CRA? **Megan:** Charlestown Residence Alliance tenant organization. **Commissioner Watson:** The Equity and Community work is impressive. Dakota, glad to see InOrder is part of this. Ana and Dara, nice to see best practice of M/WBES. **Dakota (InOrder Business):** Our involvement began 2 years ago and we started procurement with M/WBES. It was not a backfill approach. The project is at 20% and we believe we can only go up. We are ambitious! **Commissioner Watson:** Megan, you can bring in diversity consultants but it starts from the top. The forward thinking of leadership is evident. **Mimi Turchinetz (Assistant Deputy Director in the Office of Labor Compliance and Worker Protections):** In regard to the 1100 low-income units being replaced, why not 1-1 replacement? **Megan:** The intention was to replace all on-site because of density, however, permitting was not doable. 1100 units will be replaced at some point. All units are the same (*equitability and identifiability*). In regard to financially sharing with the residents, the project contributes to CRA and services they support (*ongoing as units come online*).

Public

Janet Jones (Dorchester Resident and Community Advocate): I had an experience working in Charlestown for a number of years and it was challenging. It's wonderful to see what you are doing because Charlestown usually gets by-passed.

Jodi Sugarmen-Brozan (Deputy Chief, Worker Empowerment): Tara Construction is on both projects here.

Christopher Brown (BRJP Manager): We're aware of situation and have spoken with Pedro and his team. BRJP will monitor as we go and take him at his word on improving. **Dakota:** Tara is signatory to carpenters union. **Chris:** Suffolk Construction is the largest employer of carpenters. **Commissioner Watson:** I've spoken on this openly. Carpenters union was silent. This was one of the most horrific acts of retaliation. Just want to ground how low the bar is set. **Dara (Suffolk Construction):** Thank you for the additional context Commissioner Watson. **Commissioner Burton:** Thank you for this engagement in Best Practices. This is the first meeting we have moved into worker's rights.

III. PROJECT REVIEWS

Present: Adrienne Bank (Dellbrook JKS), Jeffrey Davies (Dellbrook JKS) and Robert Woodson (BRJP Construction Monitor)

A. Fountain Hill Ownership (Call Back)

Duration: 15 mins.

Project over: 50,788 wkhrs, 345 wkrs, 13%BR, 61%POC, 2%F

Commissioner Flint: With the updated information Boston residents went down 1%. The numbers are unacceptable. **Commissioner Burton:** According to the report, it looks like the Boston resident verifications were amended from 52 to 55 bringing it to 96% and in compliance. **Adrienne Banks (Dellbrook JKS):** There's a discrepancy with the Salesforce. **Commissioner Burton:** We've heard of the discrepancy with Salesforce and contractors. **Adrienne:** The top 5 contractors are dwindling down. The project was at 50% and is now at 90%.

Commissioner Burton: This is an open shop project. How is it that the numbers are this low when there are no barriers that a union project would present? Best Faith Efforts were submitted between October and just recently. **Commissioner Burton:** Sounds like there wasn't a lot of planning. **Jeff Davies (Dellbrook):** The top 5 contractors are union and is a factor in creating the struggle. **Commissioner Burton:** A smaller project - Dellbrook should consider giving Boston projects to Boston contractors. **Jeff:** Duly noted. **Commissioner Burton:** Thank you for your efforts. We hope hearing the efforts of other projects will rub off.

We will hold over January meeting minutes to be approved at the March 15, 2023 BEC Hearing.

IV. BEC Commissioners' Follow-up Requests/Concerns

- Nothing Outstanding

V. SANCTIONS:

- Pending Appeals

VI. DIRECTOR'S REPORT

Jodi Sugerman-Brozan (Deputy Chief, Worker Empowerment): April 1, 2023 will be the official date of transition of the BRJP Dept. to the Office of Labor Compliance & Worker Protections (*Workforce Empowerment*). Andre Lima (Director of Supplier Diversity) will continue to assist with transition through June to include the appeals process for the recent sanctions recommended at the February 1, 2023 Sanctions Determination Hearing and migration of Salesforce data. The BRJP budget will transition on July 1, 2023.

The Mayor's office is working on the appointment of the 2 vacant Boston Employment Commission Board seats.

Dykeman Welding & Fabrication intends to appeal. We hope to have an update at the March 15, 2023 Boston Employment Commission Hearing.

Commissioner Flint: What are the plans for in-person hearings to resume? **Jodi:** The State's expiration date for virtual meetings expires 3/31/23. We hope to be able to give an update on the plan for in-person hearings at the 3/15/23 BEC Hearing.

Commissioner Watson: I'm recused from weighing in on the 9 Leyland Street project and I want to make a general statement regarding Small Business contractors. Think about what happens financially to them with the impact of legal repercussions. While they may be resolved from a recommended fine, the cost of legal counsel is another impactful financial burden.

Commissioner/Chair Burton asked if all concerns were heard. There were no additional concerns.

Meeting adjourned 2:17pm

KO/BEC Coordinator