

Boston Employment Commission Hearing Minutes

A monthly hearing of the Boston Employment Commission (BEC) was held virtually on Zoom, October 18, 2023.

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

Hearing Begins: 1:05 PM

Meeting Minutes were held over to be approved in November (*Commissioner Watson requested a correction to a comment he made during the September hearing*)

I. PROJECT REVIEWS

A. Olmsted Green 80

Duration: 18mins.

Present: Andre Barbosa (NEI General Contracting), Marie Morrisett (Lena New Boston), Jerry Rappaport (Lena New Boston), Antonio Leite (Mayor’s Office of Housing – MOH) and Robert Woodson (BRJP Construction Monitor)

Overall Numerical Compliance: 11,663 Workhours, 81 Workers, 4 Contractors, 11% Boston Residents, 59% People of Color, 11% Females.

Robert Woodson (BRJP Construction Monitor): The overall Boston resident percentages need improvement. Below are current best faith efforts that will hopefully correlate to increased percentages. **Best Faith Efforts:** Construction employment application posted at site entrances (Ongoing); Any applicants received via online application are forwarded to all subcontractors for potential employment opportunities (Ongoing); Working with community partners for referrals through their programming (Ongoing); In anticipation of Construction start held Job Fair in Roxbury in February; David A Bosworth and DAM Inc. participated and interviewed workers for positions; 2 Outreach events in Mattapan with Councilor Brian Worrell in March; Participated in Office of Black Male Advancement Job fair in April @ the Bolling Building; Working with MPTVHS on possible student Co-op opportunities in trade vocations to increase local participation (Ongoing); Coordinated site visits and spoke with YouthBuild cohorts about employment opportunities after program completion; Attended Youthbuild Career Fair in May; NEI hired local Youthbuild graduate started this week with company; Alexander Homes resident laborer hired for crew starting next week. **Commissioner Watson:** I concur with Robert on the great need for resident participation. Who is Alexander Holmes? Andre, what are you seeing/hearing as it relates to the resident participation being low? I realize it’s a legacy problem (*reference to 40 year BRJP ordinance*). We collectively aren’t doing as good a job (*reference to all parties – City, Developers, GCs and BEC*). **Andre Barbosa (NEI General Contracting):** Alexander Holmes is a new contractor out of Leomonster, MA. There was a Boston resident carpenter who was expected to start on site last week (*unfortunately they were a no show*). We are exploring new ways to expose younger people to construction and increase the pipeline. There have been best faith efforts with Madison Park High School and YouthBuild. We are at Madison Park High once a month with Juniors and Seniors eligible for Co-Op. The pandemic impacted in-person engagement and a concept we believe, (“You Can’t Be what You Can’t See” (*referenced a Community Shed project in Mattapan*)). **Commissioner Watson:** Appreciate efforts on payroll (*averaging 4 days*). **Commissioner Burton:** In regards to the best faith efforts, did the three events result in hiring? (*2 outreach events March/April in Mattapan and 1 Career Fair in May with YouthBuild*) **Andre:** Some employment opportunities did come out of the event (*not specific to this project*). In general, supply-based referrals in advance of the need. **Commissioner Burton:** Applaud getting women on the site (*equipment operators*). What are the repercussions or incentives for Alexander Holmes does NEI have in place? **Andre:** Developing relationship with owner through coaching (*BRJP requirements/Pre-Con meetings*). They have been eager to try and learn. We have reached out to the resident carpenter (*no show*) and haven’t received a response. **Marie Morisett (Lena New Boston):** We have been meeting closely with Andre and other stakeholders

and report out weekly. **Commissioner Burton:** Thank you Marie. When developers are involved, it shows how important this issue is.

B. MGH Cambridge Street

Duration: 13 mins.

Present: Nick Haney (MGH Planning & Construction), Chuck Favazzo (Leggatt & McCall), Amanda DiLando (Turner Construction), Alison Stanton (Turner Construction), Jim Lyons (Walsh Brothers), Dakota Jones (InOrder Business Development Solution) and Pamela Ruffo (BRJP Construction Monitor)

Overall Numerical Compliance: 69,861 Workhours, 208 Workers, 9 Contractors, 26% Boston Residents, 42% People of Color, 14% Females.

Pamela Ruffo (BRJP Construction Monitor): This project started December 2022 and the estimated completion date is 2030. The project's BEC special presentation was on 03/15/23. Total workhours are 69,861 with workforce participation of 26% Resident, 42% POC (which exceeds the goal +2%) & 14% Female (which exceeds the goal +2%). Turner Construction is the 3rd largest subcontractor onsite and partnering with Walsh Brothers as the GC on this project is setting the bar high for the subcontractors working on the project with outstanding workforce 52% Resident, 84% POC & 43% Female. The project joint efforts of MGH and the Turner-Walsh team continue to build the pipeline for workforce diversity in the construction industry. Below are highlights of their outreach efforts. MGH provided a donation to Building Pathways that enable the shop fit out work & stipends to be given to the last cycle of graduates (**a full list of efforts was provided in the report**). **Commissioner Burton:** During their March 2023 Special Presentation before this Commission, Turner/Walsh gave the vision that the people the hospital served would be reflected in their workforce for this project. It was a bold, audacious and nuanced vision. The implementation is commendable and I applaud Turner for leading the efforts (**every subcontractor and trades partner meeting BRJP requirements**). In my 3 years, I have never seen a GC have these numbers (**52%BR, 84%POC and 42%F**)! It's cool for the competition to see who can achieve the most (**referenced Sullivan/Mac**). Congratulations on delivering what you said you would do! **Commissioner Watson** gave some historical contexts relating to the Iron Workers Union and the efforts of Vincent Coyle to improve DEI. Commissioner Watson referenced two articles as examples of incorrect journalism, a Boston Globe article '86 (Gary McMillan) and a GBH article August 7, 2023 (Paul Singer). He referenced an iron worker term "topping off" and that it was clear, Vin Coyle's work has helped shift Diversity Equity and Inclusion (DEI) from the 80s to this present day in the Iron Workers Local (**referenced iron workers have higher ratio of whites to black work hours – 3 to 1, but still have a lot of work to do!**). **Commissioner Flint** has joined via phone. **Commissioner Howell** has joined via video and expressed that Commissioner Watson captured a lot of sentiments he shares. **Commissioner Burton:** Thanked Turner/Walsh/Leggatt & McCall team and Mass General for their programming towards the hiring on this project (**perhaps a model to study**). The Commission looks forward to see continued success on this project. **Nick Haney (MGH Planning & Construction):** Thank you for your comments. We have been taking this very seriously and meet every Monday to review efforts (**referenced Pam's assistance**).

BEC Commissioners' Follow-up Requests/Concerns

Commissioner Watson requested a correction be made to the September 20, 2023 BEC Hearing minutes regarding a statement he made after the presentation of the Economic Impact Analysis by the BPDA research team. The statement should read: *The data shows that 40 years ago the same percentage of Boston residents were working on union construction projects even though it was less costly to live in the city and there's been the excuse that trades people are moving out of the city because it's expensive. This is not as valid a point as it once was and I'm not accepting it any longer.* **Commissioner Burton:** In light of this request, we will approve the September minutes with these necessary changes at the November BEC Hearing.

Christopher Brown (BRJP Manager): Monthly Payroll Scan: In order to ensure that we are identifying all instances of late payroll submissions, the BRJP staff are now conducting monthly payroll scans starting which started last month with August 2023. Today we are presenting September's. 3,395 total payrolls were submitted to BRJP for the month of September 2023. 10% (324), of the 3,395 submitted payrolls were late (submitted after 7 business days); 67% (216) were less than 5 days late; 25% (82) were 5-10 days late; 8% (26) were >10 days late (19 days was the latest). The payroll scan does not include contractors that may have worked on-site and never reported or

submitted payroll (if any). Site-visits are the most accurate way to catch contractors on-site that have not submitted weekly payrolls. **Commissioner Burton:** This comparison is just for the months of August and September, separately? **Chris:** Yes. **Commissioner Watson:** I'm thankful to these updated reports. **Commissioner Howell:** This is helpful information. Are the greater than 10 days late carried over from August into September? **Chris:** Excellent question. I will look into that. **Commissioner Flint:** I'm pleased with what we heard from Turner/Walsh/MGH. Regarding the payroll scan, are these all the projects monitored or the ones that come before the BEC? **Chris:** All projects.

II. SANCTIONS UPDATE AND DIRECTOR'S REPORT

Duration: 22 mins.

Jodi Sugerman-Brozan (Deputy Chief, Worker Empowerment): A few updates: The recommendation for sanctions will be postponed one more month to allow proper protocol. The monthly payroll scan will help us make sanction recommendations more efficiently. We thank you for your patience. I'm happy to report that there has been an appointment to the BEC and the new Commissioner will be seated by next month. The Boston Jobs' Bank Coordinator, Janine McLaren has been working to expand the approach to increase the construction workforce pipeline through outreach to apprenticeship programs. The City is observing National Apprenticeship Week. On November 15 an Apprenticeship Fair is being held at Codman Square Library (***reach out to Jodi for further information and tabling opportunities***). The Bi-Annual City Council Hearing on Labor Workforce and Economic Development will be held Tuesday, October 24th at 10am-1pm on the City Council's online TV Broadcast. The panel will include, myself, BPDA researcher, (***Economic Impact Analysis presentation***), BEC Commissioner (Chair) Burton and BRJP Manager, Christopher Brown. The City's new construction safety rules go into effect December 1, 2023 (***new website provided in the chat***) 4 information sessions will be held for contractors to learn the requirements and how to comply. **Commissioner Flint:** The Mayor made one appointment? **Jodi:** Yes. The person hasn't received the formal invitation yet and the other vacant seat is being worked on. That concludes my Director's report.

2:05pm Meeting adjourned (Commissioner Flint motioned, Commissioner Watson 2nd, I's approved)

KO/BEC Coordinator