

# Boston Employment Commission Hearing Minutes

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A monthly hearing of the Boston Employment Commission (**BEC**) was held virtually on Zoom, January 17, 2024.

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

**Hearing Begins: 1:05 PM**

Commissioner Burton wished everyone a Happy New Year and acknowledged Dr. Martin Luther King, Jr.’s birthday/holiday that many celebrated in attending various events that were held across the City in honor of the Legacy Dr. King has in Boston and is relevant to the mission of the Boston Employment Commission. Commissioner Flint also wished everyone a Happy New Year and expressed that her hope is to see more projects in compliance in this New Year. Commissioner Burton referenced that the close of 2023’s economic snapshot was 77% monies leaving the city (based on the BPDA Economic Analysis Research presented to the BEC in August 2023).

## I. ANNOUNCEMENTS

**Mimi Turchinez (Worker Empowerment):** January is Human Trafficking awareness month. Labor Compliance is combating labor trafficking and hosting two trainings to be held with the Attorney General’s office and City of Boston staff. Request for Applications (RFA) 2024-2025 – Mayor’s Youth Employment, Thursday, 1/25 – Center for Working Families (previously known as Office of Financial Empowerment), providing 2024 tax preparation; Construction safety ordinance – free OSHA 30 trainings. **All links have been provided in the chat.** Feel free to reach out to Mimi or Jodi.

**Meeting Minutes for December 13, 2023 - motioned by Commissioner Watson and second by Commissioner Alexis. All I’s approved.**

## II. SPECIAL PRESENTATIONS

### A. Innovation Square Phase III (aka 20-22 Drydock)

**Duration: 22 mins.**

**Present: Mike McCarthy (Related Beal), Dakota Jones (In Order Business), Shelley Webster (In Order Business), Aisha Miller (Related Beal) and Nelson Cunha (BRJP Construction Monitor)**

**Mike McCarthy (Related Beal):** A number of team members are on this call. This is a city owned property, 7 floors 319,000sqft Life Science building. Related Beal is both Developer and GC and partnering with Consigli Construction and Janey Construction (**one cohesive contracting team**). In Order Business Development Solutions was brought on in advance of procurement and BRJP reporting process. **Construction Schedule:** Vertical Construction, February 2024 – May 2024 Steel Sheeting and Drilled Shaft Installation May 2024 – September 2024 Bulk Excavation and Bracing, October 2024 – July 2025 Pressure Mat Slab and Steel Erection, August 2025 – December 2025 Curtainwall and Façade Installation. **Construction Buyout (Awarded Subcontractors):** 44% bought out. List of M/WBE Contractors (**this is not part of the BRJP ordinance requirement**). **Dakota Jones (In Order Business):** It’s been great working with Related Beal. There were no specific goals given by the awarding authority regarding procurement. The list doesn’t represent the entirety. We are pleased that the Façade Curtain wall is 100% MBE. We look forwarding to building on this strategic approach. **Aisha Miller (Related Beal):** We are working with 4 Community Partners – Gloucester Marine Genomics Institute (STEM), Pier R Squared (STEM) located in Roxbury, Boston Collegiate Charter School and Wentworth Institute of Technology (in-class training program). Young men and women across Roxbury and Dorchester are given opportunities to learn about construction and real estate and encouraged to work in Boston and live in Boston (5 young men were given opportunities). **Shelley Webster:** Assisted by Taima El-majjasy who joined In Order Business 3 months ago with compliance tracking and direct

outreach to ensure Boston residents are engaged and sponsored into unions. We are going beyond job fairs and going direct in introducing trade partners to candidates from Boston. Some interviewed and sponsored into the unions. Working with Madison Park Vocation students who received an invitation from W.L. French to tour a deep hole excavation at their site. **Commissioner Burton:** The year of planning and thoughtful creation seems to have been fruitful. Although the BRJP/BEC is not required to track M/WBEs, we have seen minority lead and women lead companies have a higher increase in diversity workforces (*Boston residents and Women*). **Commissioner Watson:** Great to see this level of engagement and comprehensive approach. Why is this so important to your company? What's the general response from majority firms relating to partnership with M/WBEs? **Aisha:** Related Beal has directly and unapologetically focused on meaningful pipelines of opportunity and inclusion. Getting into the business of construction and real estate is very fruitful. Exposing young people to that is important to Related Beal. **Mike:** The status quo wasn't effective in the long run and we looked to this different approach. There are limited opportunities to bring on organizations that don't have the experience and in order to develop experience and opportunity we looked to partner with experienced companies to build the diverse set of consultants to reach out to. It's a core tenet of Related Beal.

#### **B. 40 Soldiers Field Place**

**Duration: 15 mins.**

**Present: Taylor Harrington (Prominent Builders), Renata Corrales (Prominent Builders), Jeff Feuerman (BD Corp) and Takara Hamilton (BPDA Construction Monitor)**

**Renata Corrales (Prominent Builders): Construction Schedule** - Construction Broke Ground July 2023. Estimated completion Date: Spring 2025. **Construction Buyout (70%).** Finish trades pending. **Workforce Diversity Efforts and Community Partners:** 40 Soldiers Field place is being led by a women Latina that has seen the project from inception and will be on through completion. Multiple trades are led by competent foremen and individuals from diverse backgrounds. The labor force is also composed of a multitude of different cultures (50 – 60% minorities). As General Contractor, Prominent Builders places special care in ensuring that there is equal opportunity and a solid partnership with every trade regardless of race and gender. **Taylor Harrington (Prominent Builders):** This is Prominent Builders first BRJP oversight project. We are making efforts to do due diligence in the pending buyout to comply with requirements. **Commissioner Burton:** Recommend best practice language in contract (*ie, withhold payments*); track workforce participation; partner w/local organizations (some mentioned today); outreach to trade schools; dedicated person focused on workforce (*gave Consigli as an example*). **Commissioner Watson:** Stay in close contact with Takara regarding challenges (example, weekly payroll). Commend Taylor on intentional minority hire (Renata). **Commissioner Alexis:** Take one thing and focus on it and allow a success on that. **Renata Corrales (Prominent Builders):** Appreciate the comments and going forward work more closely with Takara.

#### **C. 44 - 46 Soldiers Field Place**

**Duration: 15 mins.**

**Present: Kevin Longo (Berkley Investments) Amy Boehmcke (Reycon Services), Mike Reynolds (Reycon Services), Henry Regalado (Reycon Services) and Takara Hamilton (BPDA Construction Monitor)**

**Amy Boehmcke (Reycon Services): Construction Schedule (unforeseen conditions/delays):** Building Permit Granted: 5/11/2023; Shoring/Pile Driving: 5/15/2023 – 11/13/2023; Dewatering: 5/22/2023 – 2/14/2024; Excavation and Earthwork: 5/30/2023 – 11/13/2023; 93 Day Unsuitable Soils Delay: 6/2/2023 – 10/12/2023; 61 Day Asbestos Material Delay: 6/21/2023 – 9/15/2023; Foundation Construction: 7/31/2023 – 4/9/2024; DAM worked from 7/31/2023 – 8/21/2023 and returned to site on 10/2/2023; DAM closed 10/23/23; Framing Structure: 4/2024 – 6/2024; Exteriors: 6/2024 – 9/2024; Finishes: 10/2024 - 12/2024; Site Work: 5/2024 – 11/2024; Certificate of Occupancy: 4/2025. **Awarded Subcontractors (96% bought out).** Job applications are available outside of the ReyCon onsite office. All applications for employment will be sent to the applicable subcontractors that employ the trade. We are working with Takara (*Takara provided a hiring log for tracking workforce diversity*). The ReyCon "Partner from the Start" philosophy extends to our employees, as we are just as committed to delivering excellence to our team members as we are to our clients. ReyCon has been an active participant at the Wentworth Institute of Technology Career Fair the past two years and has future plans to participate in similar events at Northeastern University, WPI and other Boston Area colleges and universities. **Commissioner Burton:** Is this Reycon's first project with BRJP? **Answer:** 2<sup>nd</sup>. There's another Reycon, is it affiliated with your company? There's another company spelled with a "a" (Raycon). It's not affiliated with our company. **Commissioner Watson:** The weekly payrolls seem most challenging. Recommend you communicate with Takara

as soon as possible. **Commissioner Burton:** As an Open Shop project, reach out to local organizations and Janine McLaren – City of Boston Job’s Bank. Mr. Reynold’s thank you for being here, the owner’s participation shows it’s important to the entire project team.

### III. BEC Commissioners’ Follow-up Requests/Concerns

All follow-up requests from December’s BEC have been submitted to the BEC.

#### Payroll Scan (December 2023) – Christopher Brown (BRJP Manager) – PowerPoint Presentation

**Commissioner Burton:** After 5 – 6 months of data, we are looking for the staff to come with a set of recommendations for sanctions. It was put on pause in August. It may need to be a separate meeting from the monthly BEC hearings. A timely public notice will need to be given. We hope next month there will reviews on the agenda with historical data, projects/subcontractors. **Chris:** We are working on a report, as requested by the Commission that breaks down the People of color category by race/ethnicity. It should be provided next month at February’s BEC hearing. **Commissioner Burton:** That will be helpful to identify which groups need more outreach.

#### DIRECTOR’S REPORT

**Duration: 22 mins.**

**Mimi Turchinez (Worker Empowerment):** The city’s Department of Innovation and Technology, Dolt is finalizing a Salesforce support staff who will work with monitors and contractors to address data requests from the BEC. For contractors on the call, The Mayor’s Office of LGBTQ+ has gender awareness guidelines and standards and updates have been made on Salesforce (gender non-binary, gender non-conforming, gender queer and others). Now that the BEC is fully seated, we would like to plan a BEC Retreat (3 ½ hour day Commissioners and BRJP/BPDA staff retreat). It will be an opportunity for an in-person meet and greet and review understanding of roles and responsibilities. Mrs. Odom will reach out to Commissioners for availability (dates/times). **Commissioner Burton:** In light of the information about gender identity awareness, it’s something to think about in terms of inclusive language in BRJP policy and how it will impact the numbers. I want to be respectful and flag this potential concern. In closing, February and March are reflective times (Black History and Women’s months) and it’s important when thinking about construction and our economy and the shortfall (*only 23% remains in the city*). The residential projects that are coming on line hopefully will help if they are affordable (*rent/purchase prices*) and encourage people to work in construction and live in Boston. We heard from Related Beal and their inclusion ecosystem and two new firms looking for support in how they can maintain BRJP’s ordinance expectations.

**Commissioner Watson moved to adjourn and Commissioner Alexis 2<sup>nd</sup>.**

**Meeting Adjourned: 2:20pm**

**KO/BEC Coordinator**