

;;;BCC 190426

>> I'M JOINED BY MY COLLEAGUES
COUNCILOR EDWARDS AND COUNCILOR
KIM JANEY.

I WANT TO REMIND YOU THAT THIS
IS A PUBLIC HEARING THAT'S BEING
RECORDED AND BROADCAST LIVE ON
COMCAST EIGHT, VERIZON 1964 AND
STREAMED ON

BOSTON.GOV/CITYCOUNCILTV.

PLEASE SILENCE YOUR CELL PHONES
OR ANY OTHER DEVICES.

WE WOULD APPRECIATE IT IF YOU
WOULD SIGN IN, CHECK THE BOX IF
YOU WISH TO TESTIFY AND WHEN
YOU'RE SPEAKING STATE YOUR NAME
AND AFFILIATION AND LIMIT YOUR
COMMENTS TO A FEW MINUTES.

AN ORDER FOR A HEARING REGARDING
A BIENNIAL REVIEW TO THE BOSTON
EMPLOYMENT COMMISSION AND BOSTON
RESIDENCY JOBS POLICY.

WITH THAT BEING SAID I'M GOING
TO OPEN IT UP FOR OPENING
STATEMENTS FROM COUNCILOR
EDWARDS.

>> I'LL WAIVE IT.

>> OKAY, COUNCILOR JANEY.

>> JUST BRIEFLY.

OR I'LL TRY TO MAKE IT BRIEF.

SO I WANT TO THANK YOU MR. CHAIR
AND CERTAINLY, TO MY COLLEAGUE,
COUNCILOR EDWARDS FOR HER
PARTNERSHIP AND HER LEADERSHIP.

I WANT TO ACKNOWLEDGE FORMER
CITY COUNCILOR CHUCK TURNER WHO
IS IN THE CHAMBER, HELLO CHUCK,
FOR HIS ONGOING WORK ON THIS
ISSUE NOT FROM WHEN HE WAS A
COUNCILOR, BUT CONTINUING ON TO
THIS DAY, I WANT TO ACKNOWLEDGE
THE LATE BRUCE BOWLING WHO WAS
ALSO A FORMER CITY COUNCILOR FOR
DISTRICT SEVEN AND HIS WORK ON
THE COUNCIL.

WE KNOW WE HAVE THIS BUILDING
BOOM IN BOSTON, THIS HUGE
ECONOMIC OPPORTUNITY, BUT SO FEW
OF OUR RESIDENTS ARE ABLE TO
BENEFIT.

THERE HAVE BEEN A LOT OF

IMPORTANT WORK ON THE COUNCIL AND CERTAINLY, IN THE MAYOR'S OFFICE, BUT MORE CAN BE DONE TO MAKE SURE THAT THESE JOBS ARE GOING TO BOSTON RESIDENTS, TO PEOPLE OF COLOR AND TO WOMEN. THAT'S WHAT I'VE TRIED TO IN MY 16 MONTHS ON THIS BODY, WORKED VERY CLOSELY WITH MEMBERS IN THE ACTIVIST COMMUNITY, ADVOCACY COMMUNITY, PEOPLE FROM THE MONITORING COMMITTEE OF THE ROXBURY STRATEGIC MASTER PLAN OVERSIGHT COMMITTEE TO REALLY MONITOR ALL OF THE JOBS IN MY DISTRICT, PARTICULARLY THOSE IN ROXBURY, TO ENSURE THAT THESE GOOD-PAYING JOBS ARE GOING TO RESIDENTS IN OUR CITY, TO PEOPLE OF COLOR AND TO WOMEN.

I WANT TO THANK THE PANEL FOR THEIR WORK IN HELPING TO MONITOR THESE JOBS AND LOOKING FORWARD TO HAVING A FRUITFUL CONVERSATION.

THANK YOU.

>> THANK YOU, COUNCILOR JANEY.

>> WITH THAT, I'LL OPEN IT UP TO THE PANEL, PLEASE JUST STATE YOUR NAME FOR THE RECORD.

>> THANK YOU VERY MUCH.

CHAIRMAN BAKER.

GOOD AFTERNOON, COUNCILOR EDWARDS, COUNCILOR JANEY.

FOR THE RECORD MY NAME IS JOHN BARROWS, CHIEF OF ECONOMIC DEVELOPMENT FOR THE CITY OF BOSTON.

I'M JOINED HERE BY THE DIRECTOR OF EQUITY AND INCLUSION FOR THE DEPARTMENT OF ECONOMIC DEVELOPMENT, TO HER LEFT CHRIS BROWN, WGRP MANAGER AND TO HIS LEFT, DEPUTY DIRECTOR OF EQUITY AND INCLUSION.

I JUST WANT TO THANK YOU ONCE AGAIN FOR ARE INVITING US TO SPEAK ABOUT THE WORK OF THE ADMINISTRATION ON OUR WORK WITH THE BOSTON EMPLOYMENT COMMISSION, BOTH OF WHICH ARE PRIORITIES OF MAYOR WALSH AND HIS ADMINISTRATION.

I WANT TO THANK THE COUNCILORS

FOR YOUR ONGOING LEADERSHIP AND PARTNERSHIP AS WE PUSH TO ENSURE THAT ALL BOSTON RESIDENTS ARE PARTICIPATING IN THE ECONOMIC GROWTH OF OUR CITY.

I WOULD ALSO LIKE TO THANK THE NUMEROUS COMMUNITY PARTNERS THAT HAVE BEEN IMPORTANT TO THIS WORK, SOME ALREADY CITED JOINING US HERE IN THE CHAMBER.

THEY HAVE BECOME TRUE PARTNERS IN ACHIEVING OUR COLLECTIVE GOALS AND ENSURING BOSTON JOBS FOR ALL BOSTON RESIDENTS.

AS WE DISCUSSED IN OUR LAST HEARING, TOGETHER WE MADE IMPORTANT UPDATES TO THE WGRP ORDINANCE AND NOW, THE CITY IS IMPROVING AND INCREASING CAPACITY TO BE ABLE TO IMPLEMENT AND OVERSEE THE ORDINANCE, WHICH IS -- AND A CENTRAL PART OF THAT IS IMPLEMENT A NEW CONTENT MANAGEMENT SYSTEM TO STRENGTHENING OUR ABILITY TO MONITOR AND REPORT ON AND COMPARE JOBS.

GOING LIVE ON MAY 7th IS THE NEW SALES FORCE SYSTEM THAT WILL ALLOW US TO EFFECTIVELY AND EFFICIENTLY MONITOR PROJECTS IN REALTIME.

YOU WILL HEAR MORE ABOUT THAT SHORTLY.

THIS DATA WILL ALLOW THE CITY TO CREATE A TRANSPARENT PROCESS BY WHICH TO REPORT ON WHAT'S GOING ON, BUT TO ALSO HAVE A TRANSPARENT PROCESS TO FIND THOSE PROJECTS NOT IN COMPLIANCE.

ADMITTEDLY, PEOPLE HAVE PRESSURED AND CONTINUED TO ASK US TO MOVE FORWARD ON THE FINDING PART AND I'M CONFIDENT THAT THIS SYSTEM IS A MAJOR STEP FORWARD IN ALLOWING US TO FACE THAT ISSUE.

FOLLOWING THE MAY 7th LAUNCH WE WILL CREATE A SUBCOMMITTEE THAT WILL BE LED BY THE CHAIR OF THE BOSTON EMPLOYMENT COMMISSION THAT WAS ASKED FOR BY THE BOSTON EMPLOYMENT COMMISSION TO LOOK AT

FINDING THE PROJECT AT THE LIBRARY.

THE COMMITTEE WILL THEN MAKE RECOMMENDATIONS BACK TO THE BOSTON EMPLOYMENT COMMISSION FOR HOW WE DEAL WITH FINES AND THE RECOMMENDATION ON FINES FOR THAT PROJECT.

THE GROUP WILL USE THE NEW DATA SET TO DETERMINE AN APPROPRIATE AND UNIVERSAL CORRECTIVE ACTION PLAN FOR PROJECTS NOT IN COMPLIANCE AS IT RELATES TO FINES.

CURRENTLY, THERE IS TOO MUCH INCONSISTENCY IN THE HISTORY OF FINING AND HOW WE'VE COME TO THAT DETERMINATION.

THE NEW ORDINANCE ALLOWED US TO HAVE REAL CLARITY, THE NEW DATA ALLOWS US TO DO THE COMPARISON ON THE MATRIX IN THE SEVEN AREAS OF COMPLIANCE THAT WE CAME UP WITH.

THIS PROCESS WILL ENSURE THAT MOST EGREGIOUS OFFENDERS ARE PENALIZED.

WE DO HAVE SOME GOOD NEWS. THROUGH THE ECONOMIC DEVELOPMENT CENTER WE HAVE LAUNCHED A NEW EQUITY AND INCLUSION TRAINING SERIES CALLED TOOLS OF THE TRADE THAT'S DEDICATING TO SUPPORTING BOSTON RESIDENTS LOOKING FOR GOOD JOBS IN CONSTRUCTION.

SINCE THE FEBRUARY KICKOFF, WE HAVE HAD OVER 125 WORKERS INTERESTED IN CONSTRUCTION, ATTEND WORKSHOPS AND COURSES TO HELP THEM REACH THEIR CAREER GOALS.

THESE ARE EXACTLY THE TYPES OF PROGRAMS WE NEED TO BETTER SUPPORT OUR RESIDENTS AND THEIR ATTAINMENT OF GOOD JOBS.

TOO OFTEN WE HEAR FROM CONTRACTORS THAT THEY CANNOT FIND THE PEOPLE TO PUT ON THE JOBS AND THE MORE WE CAN DO TO IDENTIFY TALENT, PREPARE TALENT AND CREATE A PIPELINE, THE CLOSER WE WILL BE TO HITTING ALL OF OUR GOALS.

I'M NOW GOING TO TURN THIS OVER

TO MY COLLEAGUE, DIRECTOR OF EQUITY AND INCLUSION TO DISCUSS THE PROGRESS WE HAVE MADE AND GO INTO SPECIFICS ON THE FUTURE OF THE BRGP PROGRAM.

>> I WOULD LIKE TO RECOGNIZE OUR COLLEAGUE EDDIE FLYNN.
THANK YOU, EDDIE.

>> GOOD MORNING ONE THANK YOU FOR INVITING US HERE TODAY.
MY NAME IS SELENA, I'M THE DIRECTOR OF EQUITY AND INCLUSION IN THE MAYOR'S OFFICE OF ECONOMIC DEVELOPMENT.
IF YOU COULD TURN TO YOUR PRESENTATIONS, I'M FIRST GOING TO START WITH THE NUMBERS, THAT'S WHY -- A BIG REASON WHY WE'RE HERE TODAY IS OUR BIENNIAL REPORT ON HOW WE'RE DOING. I WANT TO START WITH THE REALITY OF WHERE WE ARE TODAY.
WE'RE CURRENTLY -- WE'RE GOING TO BE -- DID THE LIGHTS JUST GET DIM?

[LAUGHTER]

SO WE HAVE -- WE'RE REPORTING ON THE LAST SIX MONTHS FROM OCTOBER 2018 TO MARCH 2019.

WE HAVE FOUR PRIVATE PROJECTS RIGHT NOW THAT ARE NEW ORDINANCE PROJECTS AND 45 CITY OF BOSTON PROJECTS.

IN THE FOLLOWING DEPARTMENTS, PUBLIC FACILITIES, THERE'S 13.
PARKS AND REC FIVE.

PUBLIC WORKS 16.
NEIGHBORHOOD DEVELOPMENT 10 AND PROPERTY MANAGEMENT ONE.
THE TOTAL NUMBER OF WORK HOURS FOR THE LAST SIX MONTHS IS 292,177.

OF THOSE HOURS, 34% HAVE BEEN WORKED BY BOSTON RESIDENTS, 47% BY PEOPLE OF COLOR AND 7% WOMEN.
UNDERNEATH YOU CAN SEE THE TOTAL FOR ALL PROJECTS, AND THAT COUNTS THE PROJECTS WE'RE MONITORING BETTER UNDER THE OLD ORDINANCE, AS WELL.

SO CLOSE TO 4 MILLION WORK HOURS, 27% RESIDENTS, 34% PEOPLE OF COLOR AND 6% WOMEN.
THAT'S WHERE WE ARE TODAY.

I WANT TO TALK ABOUT WHERE WE'RE GOING BECAUSE THIS HEARING COMES AT A TIME WHEN WE'RE ON THE CUSP OF A MAJOR CHANGE THROUGH OUR -- NOT ONLY THE IMPLEMENTATION OF OUR SALESFORCE PLATFORM, BUT WE'RE ALSO LOOKING REALLY AT OUR PROCESS AND ALL THE TOOLS WE HAVE AT OUR DISPOSAL AND HOW WE CAN BETTER LEVERAGE THOSE TO GET MORE RESIDENTS, PEOPLE OF COLOR AND WOMEN WORKING IN CONSTRUCTION.

SO BEYOND SALESFORCE WE'VE ALSO STARTED A NEW OUTREACH AND ENGAGEMENT SERIES.

WHAT'S REALLY NEW ABOUT THE SERIES IS WE'RE DOING WORKSHOPS, BUT WE'VE ALSO ADDED COURSES SO WE'RE JUST WRAPPING UP OUR OSHA 10 CERTIFICATION COURSE AND WORKERS WALK OUT WITH AN OSHA 10 CARD THAT THEY CAN GET ON THE SITE THERE.

WE'RE TRYING TO FIND, WHAT ARE THE TOOLS, WHAT ARE THE GAPS THAT WORKERS NEED WHERE THERE MIGHT BE FINANCIAL OR OTHER BARRIERS?

WE'RE ALSO ENHANCING OUR BOSTON EMPLOYMENT COMMISSION AND AS CHIEF MENTIONED WE'RE DEVELOPING FOR THE FIRST TIME A SANCTIONS EVALUATION AND ENFORCEMENT PROTOCOL.

SO FIRST, LET'S TALK ABOUT THE SALESFORCE PLATFORM AND I WANT TO REALLY HIGHLIGHT THAT THIS PLATFORM HAS BEEN AN INTERAGENCY COLLABORATION WITH THE BPDA AND NEIGHBORHOOD DEVELOPMENT AS WELL WHERE WE LEVERAGED INTERNAL RESOURCES TO BOTH CREATE A BETTER PRODUCT THAT BUILDS OFF OF INSTITUTIONAL INTELLIGENCE, BUT ALSO SAVES MONEY THAT WE CAN REALLY PUT INTO SOME OF OUR PROGRAMMING AND MONITORING.

SO THE FIRST GOAL IS TO UNIFY TWO AGENCIES AND TO CENTRALIZE THE SYSTEM.

AS YOU MAY KNOW CURRENTLY, THE BRJP PROJECTS ARE MONITORED BOTH IN OUR ECONOMIC DEVELOPMENT

OFFICE AS WELL AS BPDA ALSO HAS A BRJP MONITORING UNIT. SO THIS PLATFORM IS REALLY TO GET US ALL ON THE SAME PAGE SO THAT CONTRACTORS HAVE THE SAME EXPERIENCE OF COMMUNITY AND OTHER STAKEHOLDERS HAVE CENTRALIZED DATA THEY CAN PULL FROM.

WE ARE ENHANCING THE CURRENT COMPLIANCE PROCESS TO REFLECT REQUIREMENTS OF THE AMENDED ORDINANCE AND WE'RE ALSO PROVIDING REALTIME REPORTING AND ANALYTICS FOR ALL STAKEHOLDERS INVOLVED.

AND I'LL GIVE YOU A COUPLE OF EXAMPLES AND SCREENSHOTS MOVING FORWARD SO YOU CAN SEE WHAT IT'S GOING TO LOOK LIKE.

SO TO TAKE A VIEW INTO THE PAST, YOU CAN SEE THERE A PHOTO OF ONE OF OUR MONITORS' DESKS.

AS YOU CAN SEE, IT'S VERY ORGANIZED, BUT THERE'S LOTS OF PAPER.

AND THAT'S WHAT THE REALITY IS OF BRJP DATABASE TODAY.

THE WAY THAT THE SYSTEM WORKS IS CONTRACTORS SEND THEIR WEEKLY TIMESHEET TO OUR MONITORS VIA E-MAIL.

THOSE E-MAILS THEN ARE -- THERE'S DATA ENTRY DONE TO PUT THEM INTO THE SYSTEM.

THERE'S LOTS OF ERRORS, THERE'S LOTS OF INCONSISTENCIES.

ONE WEEK A WORKER MIGHT BE COUNTED AS A BOSTON RESIDENT, THE NEXT WEEK THEY MIGHT NOT. SO ALL OF THAT TAKES HOURS AND HOURS TO PROCESS, WHICH LEADS TO LAGS AND INCONSISTENCIES.

THE OTHER PIECE I REALLY WANTED TO HIGHLIGHT IS THAT REPORTS CAN ONLY BE PULLED BY ONE OF THE SEVEN COMPLIANCE MEASURES CURRENTLY SO WE CAN ONLY EASILY PULL REPORTS, WHICH WE'LL OFTEN SEE AT THE BEC THAT DETAIL PAYROLL SUBMISSION TIME, BUT ALL OF THE OTHER SIX COMPLIANCE MEASURES ARE MORE COMPLEX TO PULL AT A MOMENT, SO THE

MONITORS STAY ON TOP OF THAT BY MANUALLY TRACKING THIS DATA, BUT IN THE FUTURE THE SALESFORCE PLATFORM WILL GET RID OF THIS PROCESS OF E-MAILING, UPLOADING DATA ENTRY, THERE WILL BE REALTIME REPORTING AND ANALYTICS AND IT WILL REALLY FREE THE MONITORS UP TO SPEND MORE TIME ON A SITE WITH THE CONTRACTORS, WITH THE WORKERS AND TO REALLY GET MORE PEOPLE ON THOSE JOBS. SO THIS IS -- SO YOU SEE HOW IT CURRENTLY WORKS.

THIS IS A HOME SCREEN THAT WE CURRENTLY HAVE IN THE ACCESS DATABASE, AND IT'S VERY TRANSACTIONAL.

YOU KIND OF -- THERE'S A FINITE NUMBER OF REPORTS AND FIELDS THAT YOU CAN PULL AND YOU PUSH THOSE, AND THEN YOU GET A PDF PRINTOUT THAT YOU CANNOT EASILY MANIPULATE.

IN THE FUTURE, WHICH IS JUST AROUND THE CORNER, MAY 7th, WE WILL HAVE A HOME SCREEN THAT'S REALLY INTERACTIVE AND ACTION-DRIVEN FOR THE MONITORS. UNFORTUNATELY, IT'S NOT YET POPULATED, BUT WHAT THEY'LL SEE THERE IS IT WILL SAY TODAY, ALL OF THE FOLLOWING PAYROLLS ARE DUE.

MAKE SURE THEY GET IN. YOU HAVE THREE SITE VISITS SCHEDULED FOR TODAY. ONCE YOU FINISH THOSE SITE VISITS YOU ENTER YOUR SITE VISIT REPORT SO YOU SEE EVERYTHING AT THEIR FINGERTIPS AND THE INFORMATION WAS PUSHED TO THEM RATHER THAN THEM HAVING TO PULL IT OR MANUALLY PULL IT OUT OF FILES AND TABULATE DATA.

IN THE PAST, ANYONE THAT'S GONE TO THE BOSTON EMPLOYMENT COMMISSION OR ANY OF THE COMMUNITY MEETINGS ABOUT OUR PROJECTS, YOU'RE FAMILIAR WITH THIS LAYOUT.

THESE ARE FIXED REPORTS. SO IN ANY BEC PRESENTATION, FOR EXAMPLE, YOU WOULD HAVE A

REPORT, THAT'S THE STAT REPORT,
WHICH IS A BRJP REPORT NUMBER 8
THAT GOES THROUGH ALL THE
DIFFERENT CONTRACTORS ON SITE
AND HOW THEY'RE DOING.
THEN YOU CAN PULL THOSE SAME
REPORTS BY TRADE, AND THEN YOU
CAN PULL THOSE SAME REPORTS, A
HISTORICAL REPORT FOR A SPECIFIC
CONTRACTOR TO SAY WELL THEY'RE
NOT DOING WELL ON THIS, HOW HAVE
THEY DONE IN THE PAST?
SO THESE ARE ALL VERY
TRANSACTIONAL.
IT'S ONE-WAY INFORMATION SO YOU
PRESS THE BUTTON, YOU GET THAT
REPORT.
BUT MOVING FORWARD, YOU CAN SEE
THAT THERE WILL BE A LOT MORE
DATA VISUALIZATION AND YOU'LL BE
ABLE TO SEE ALL OF THIS DATA FOR
A PARTICULAR PROJECT OR
CONTRACTOR INTERACTING WITH EACH
OTHER.
SO IT'S NOT JUST A STATIC PDF
PRINTOUT THAT THEN YOU HAVE TO
REALLY ANALYZE, BUT THE
INFORMATION WILL BE THERE AND
VISUALIZED THROUGH A WHOLE LOT
OF DIFFERENT VIEWS.
THIS IS JUST ONE EXAMPLE, BUT IT
WILL BE A LOT MORE VISUAL AND
EASY TO ACT ON.
THE OTHER PIECE THAT I REALLY
WANT TO HIGHLIGHT ABOUT THIS
SALESFORCE BUILD-OUT IS WE'VE
BEEN VERY INCLUSIVE OF THE USERS
AND THE STAKEHOLDERS WITH ITS
SYSTEM AND ITS DESIGN.
SO WE'VE TAKEN FEEDBACK FROM
COMMUNITY STAKEHOLDERS AS WELL
AS BEC COMMISSIONERS.
WE HAD A DEMONSTRATION LAST WEEK
THAT WAS ATTENDED BY 16 LEADERS.
WE HAVE A CONTRACTOR DEMO THIS
MONDAY.
ANY OF YOU ARE WELCOME TO POP
INTO THAT IF YOU WOULD LIKE TO.
WE HAVE --
[INAUDIBLE QUESTION]
>> SO THE -- YEAH, I'VE BEEN
TALKING A LITTLE ABOUT THE
MONITORS, BUT THE CONTRACTORS,
THEY'RE ACTUALLY GOING TO BE

ENTERING DATA STRAIGHT INTO THE SYSTEM SO THEY'RE NOT GOING TO BE E-MAILING STUFF TO US.

THEY NEED A DEEP TRAINING ON HOW THAT WILL WORK FROM THEIR END, WHAT'S THE JOB OF A CONTRACTOR, WHAT'S THE JOB OF A SUB, AND HOW ALL OF THAT WORKS SO THEY'RE GOING TO GET TRAINED ON THAT.

AND BASICALLY, THEY'LL BE CREATING A TIME SHEET, THAT'S WHAT THEY'LL GET TRAINED ON, BUT EVERY WEEK THEY CAN JUST UPDATE THAT SO IT WILL BE -- RIGHT NOW, THEY'RE DOING SORT OF NEW EXCEL SHEETS EVERY WEEK.

THIS WILL BE SOMETHING THAT THEY CAN JUST UPDATE OH, THIS LOOKS GOOD.

>> WE HAVE THAT INFORMATION INSTANTLY.

>> INSTANTLY AND THEY CAN SAY THIS WORKER IS NOW OFF THE SITE, THIS WORKER IS NOW ON THE SITE AND THEY CAN ADD THAT IN REALTIME.

SO THEY'RE GOING TO HAVE A REALLY DEEP TRAINING ON THAT ON MONDAY AND AGAIN, WE HAVE TAKEN SOME OF THEIR FEEDBACK INTO ACCOUNT INTO THIS BECAUSE THEY'RE THE ONES ENTERING THE INFORMATION.

WE NEED TO MAKE SURE IT WORKS FOR THEM, BUT ALSO ULTIMATELY, WE NEED THE DATA THAT WE NEED AND SO THEY'RE GOING TO BE COMING ON MONDAY FOR A DEMO, BUT WE'RE ALSO GOING TO BE OFFERING TRAININGS FOR CONTRACTORS AS WE START TO MIGRATE PROJECTS ONTO THE SALESFORCE SYSTEM.

WE WOULD LIKE TO ALSO OFFER AN INTERNAL STAKEHOLDER DEMO.

WE DON'T HAVE A DATE FOR THAT, BUT YOU ALL WOULD BE AS CITY COUNCILORS, YOU WOULD BE INVITED TO THAT TO SEE HOW THE SYSTEM WORKS, I THINK THIS IS ONE OF THOSE THINGS THAT YOU HAVE TO SEE IT TO REALLY UNDERSTAND HOW IT'S GOING TO TRANSFORM THE WAY WE DO OUR WORK AND THERE'S GOING TO BE ONGOING TRAINING AND

ADAPTATION, THAT'S REALLY THE DUTY OF HAVING AN INTERNAL TEAM IS THAT IF SOMETHING -- IF WE START USING IT AND SOMETHING ISN'T WORKING OR WE WANT TO ADD A FEATURE, WE HAVE FOLKS IN HOUSE THAT CAN REALLY HELP US MODIFY THAT SYSTEM.

AND THEN MOVING ON TO OUTREACH AND ENGAGEMENT I JUST --

>> SO IF I JUST MAY PUT A FINE POINT ON THE, CELINA MENTIONED THE IN-HOUSE STAKEHOLDER DEMO AND TRAINING.

SO AS YOU WERE TALKING ABOUT, I THINK WE'RE READY TO DO ONE JUST FOR THE COUNCILORS AND THEIR TEAMS, SO PEOPLE ARE GIVING US FEEDBACK BUT ARE TRAINED AND CAN ACCESS THE REPORTS AND ANALYSIS THAT THEY NEED TO.

THANK YOU.

>> THIS IS JUST TO GET AN IDEA OF THE TYPES OF SESSIONS WE'VE BEEN DOING AS PART OF TOOLS OF THE TRADE.

THE FIRST ONE HERE WAS LOOKING FOR A GOOD JOB IN CONSTRUCTION SESSION AND THERE WE HAD REPRESENTATIVES OF VARIOUS UNIONS AND APPRENTICES THERE TO TALK ABOUT THE BENEFITS OF THIS TYPE OF EMPLOYMENT AND HOW TO ENTER INTO IT.

WE HAD OUR MONITORS PRESENTING ABOUT THE BRJP PROGRAM.

WE ALSO -- AS I MENTIONED WE HAVE THE OSHA 10 COURSE WHICH WAS SUCH A HUGE -- IT WAS -- WE HAD A CAP ON REGISTRATION BECAUSE THE CLASS ONLY WORKS WITH A CERTAIN AMOUNT OF PEOPLE IN THE ROOM AND WE HAD TO OPEN UP A SECOND CLASS IN JUNE BECAUSE THE INTEREST WAS SO HIGH AND RIGHT NOW, I DON'T HAVE A PHOTO IN THERE, BUT WE ARE STARTING IN MAY CONSTRUCTION SUPERVISOR LICENSE TRAINING, WHICH IS ANOTHER REALLY POPULAR ONE THAT PEOPLE HAVE SHOWN GREAT INTEREST IN.

>> CAN I ASK A QUICK QUESTION? WHERE DO ALL THESE TRAININGS

HAPPENING?

THE OSHA TRAINING AND THE
CONSTRUCTION TRAINING?

>> AT ROXBURY COMMUNITY COLLEGE,
IN ONE OF THE CLASSROOMS.

>> IS THAT WHERE TOOLS OF THE
TRADE HAPPENS ALSO?

>> TOOLS OF THE TRADE, YEAH,
THIS FIRST ROUND WE'RE DOING
EVERYTHING, VERY FIRST EVENTS
WHERE YOU SAW THE UNION
REPRESENTS, THAT WAS ACTUALLY
THE BOWLING BUILDING, BUT THE
CLASSES BECAUSE RCC HAS THE
CLASSROOM SETUP AND COMPUTERS IF
NEEDED AND EVERYTHING, THE
COURSES HAD HAPPENING AT RCC
CLASSROOMS.

>> AND THESE COURSES TYPICALLY
COST AND WE'RE OFFERING FOR
FREE.

>> SO THE LAST PIECE UNDER
OUTREACH AND ENGAGEMENT IS JUST
A PHOTO FROM OUR OPPORTUNITY
FAIR AND THIS WAS A REALLY GREAT
OPPORTUNITY FOR WOMEN AND
MINORITY-OWNED CONTRACTORS,
BUSINESSES TO FIND OUT ABOUT
PROJECTS COMING UP WITH THE CITY
AND CONTRACTS COMING UP WITH THE
CITY.

IT'S A REALLY GREAT WAY FOR
PEOPLE TO LEARN ABOUT THE
BENEFITS OF CERTIFICATION IF
THEY'RE MINORITY CONTRACTORS AND
ALSO WHAT OPPORTUNITIES THERE
ARE TO BID ON OR TO PARTNER ON
PROJECTS.

THE LAST PIECE I'LL LEAVE YOU
WITH IS OUR NEW BEC BECAUSE WE
HAVE TWO NEW COMMISSIONERS.
WE HAVE -- WHO IS THE BUSINESS
AGENT FOR IBEW LOCAL 103.
SHE'S THE FIRST WOMAN OF COLOR
BUSINESS AGENT THERE, AND
IT'S -- WE HAVE HER VOICE AND
HER ADVOCACY WITH US AND WE ALSO
HAVE STEPHANIE EVERETT, AN
EVERYONE WHO BRINGS A WEALTH OF
EXPERTISE AND ALSO COMMUNITY
EXPERIENCE.

SO I THINK, YOU KNOW, THERE HAVE
BEEN MONTHS IN THE PAST WHERE WE
WEREN'T ABLE TO GET QUORUM.

THIS NEW BEC IS REALLY ENGAGED AND WE'VE HAD QUORUM SINCE THEY CAME ON BOARD AT THE BEGINNING OF THE YEAR AND WE'RE ALSO INVESTING IN THEIR PROFESSIONAL DEVELOPMENT SO THEY'LL HAVE A FULL SALESFORCE TRAINING, AS WELL.

THEY HAVE ATTENDED SOME BEST PRACTICES SESSIONS IN THE PAST AND WE'LL BE HOSTING MORE AND MOVING FORWARD WITH BPDA AND WE'RE PLANNING A BEC RETREAT WHERE BOTH THE COMMISSIONERS AND THE MONITORS CAN LEARN TOGETHER AND SHARE INFORMATION ABOUT THEIR WORK AND MONITORING THESE PROJECTS AND THIS WILL BE THE FIRST TIME THAT WE DO THIS JOINTLY WITH THE BPDA, WHICH I THINK IS ANOTHER IMPORTANT PART OF ALIGNMENT AND THAT, YOU KNOW, IF YOU'RE A CONTRACTOR AND YOUR PROJECT IS BEING MONITORED BY THE BPDA OR CITY OF BOSTON IT'S GOING TO BE THE SAME EXPERIENCE AND SO THIS IS PART OF OUR CONTINUOUS ALIGNMENT, STREAMLINING AND COLLABORATION.

LAST PIECE ON THE BEC IS JUST THE IMPROVEMENTS TO THE BEC SITE AND THIS CAME DIRECTLY AS A RESPONSE TO COMMUNITY FEEDBACK. IF YOU GO IN PERSON TO ANY OF THE BOSTON EMPLOYMENT COMMISSION HEARINGS, YOU GET BASICALLY AN ENCYCLOPEDIA OF REPORTS AND THEY SAID YOU KNOW WHY ISN'T THIS AVAILABLE ONLINE?

I WOULD LOVE TO SEE THIS BEFORE THE MEETING, I WOULD LOVE TO SHARE IT AFTER WITH PEOPLE THAT COULDN'T MAKE IT AND SO WE'VE PUT ALL OF THAT INFORMATION ON OUR WEBSITE SO YOU CAN HAVE BOTH PAST AND PRESENT AGENDAS, ALL OF THOSE REPORTS THAT GO ALONG WITH IT AND WE SEND OUT PUBLIC NOTICES FOR EACH OF THE HEARINGS THAT ALSO HAS ALL THAT INFORMATION ATTACHED, AND IT'S STILL BLACK AND WHITE AND MAYBE NOT THAT EXCITING, BUT FOR FOLKS WHO ARE REALLY FOLLOWING THIS,

IT'S A REAL WIN IN TERMS OF
ACCESSIBILITY AND TRANSPARENCY.
SO THAT'S IT FOR MY UPDATE.

>> THANK YOU.

DOES ANYBODY ELSE HAVE ANYTHING
TO OFFER?

OKAY.

SO BEFORE I DO THAT I WOULD LIKE
TO ACKNOWLEDGE -- KIM ALREADY
DID, BUT FORMER COUNCILOR CHUCK
TURNER AND ALSO READ IN FOR THE
RECORD FROM COUNCIL PRESIDENT,
DEAR COLLEAGUES REGRETFULLY I AM
UNABLE TO ATTEND TODAY'S HEARING
ON THE DOCKET ORDER FOR A
HEARING REGARDING THE BIENNIAL
REVIEW OF THE BOSTON EMPLOYMENT
COMMISSION IN THE BOSTON
RESIDENCY JOB POLICY.

I THANK COUNCILOR BAKER FOR HIS
LEADERSHIP ON THIS TOPIC AND
LOOK FORWARD TO REVIEWING THE
UPDATES AND NEXT STEPS SO THANK
YOU.

ALSO, WE'VE BEEN JOINED BY
COUNCILOR ANISSA ESSAIBI-GEORGE.
ARE WE CONNECTING PEOPLE ON TO
JOBS ON THE BACK END IN THE
TOOLS OF THE TRADE DO WE HAVE A
PARTS OF THE TO CONNECT THEM ON
TO JOBS.

AND WHEN I ASK, WHOEVER WANTS TO
STEP UP.

>> YEAH, SO FOR THE TOOLS OF THE
TRADE WE INVITED FOLKS THAT HAD
APPLIED TO OUR JOBS BANK TO COME
TO THE TRAINING AND WE HAD
CONTRACTORS THERE AND THAT'S
WHERE, YOU KNOW, THE MONITORS
ASK THEIR CONTRACTORS WHO ARE
HAVING TROUBLE GETTING PEOPLE ON
JOBS WE SAID COME TO THE
SESSION, WE'RE GOING TO HAVE
WORKERS THERE AVAILABLE, SO AS
AN OPPORTUNITY TO INTERVIEW IN
PERSON, PEOPLE WHO ARE
INTERESTED IN WORKING.

>> WHEN YOU SAY CONTRACTORS, ARE
WE INVOLVING SMALL CONTRACTORS,
PEOPLE THAT ARE DOING LIKE --
ANYBODY LOOKING FOR LABOR?

>> IT'S THE PROJECTS THAT WE'RE
MONITORING TO THE BRJP SO IF WE
HAVE CONTRACTORS, I HAD A REALLY

HARD TIME FINDING A WOMAN
PLUMBER OR A WOMAN RESIDENT
PLUMBER OR ANYTHING LIKE THAT SO
THAT'S PART OF WHAT THE JOB DOES
IS TO CONNECT AVAILABLE WORKERS
TO PROJECTS THAT NEED IT, BUT
YEAH, THAT WAS A PLACE WHERE WE
DID THAT DIRECTLY.

>> IS THAT AN OPPORTUNITY TO
EXPAND THAT INTO SMALLER
CONTRACTORS?

SOMEONE THAT MAY BE LOOKING FOR
SOMEONE TO GET ON A CREW THAT
MAY BE A FRAMING CREW OR -- IS
THERE AN OPPORTUNITY THERE?

>> YES, THERE DEFINITELY IS AN
OPPORTUNITY AND WE COULD TRY TO
REACH OUT TO THE SMALLER
CONTRACTORS, IT'S JUST THAT
OBVIOUSLY THE IMMEDIATE NEED FOR
US IS THE PROJECT THAT WE WORK
ON AND GETTING THE NUMBERS UP SO
DEFINITELY.

>> BECAUSE THEY LOOK AT THE JOBS
BANK, IS THAT RUN OUT OF --
WHERE IS THAT RUN OUT OF?
WHERE WOULD YOU GO TO SIGN UP
FOR THE JOBS BANK?

>> YEAH, SO THAT'S ON OUR
WEBSITE UNDER EQUITY AND
INCLUSION.

>> IS THERE A PHYSICAL SPOT TO
SIGN UP?

>> SO ANY OF THE PROJECTS THAT
WE'RE MONITORING HAVE AN OPTION
FOR PEOPLE THAT WANT TO WALK ON
TO THOSE JOBS AS PART OF THE
BRJP NEW ORDINANCE IS THAT THOSE
WALK-ONS ALSO GET FORWARDED TO
THE JOBS BANK.

SO IF THEY CAN'T GET THEM TO
WORK ON THAT PARTICULAR PROJECT
THEY SEND THEM TO US.

THAT'S ONE OF THOSE PIECES WE
REALLY NEED TO STRENGTHEN
BECAUSE IT'S HARD TO KNOW.

THERE IS A PHYSICAL PLACE AND WE
ALSO, JOHN DUNHAM HOLDS OFFICE
HOURS FOR PEOPLE TO WALK IN IF
THEY WANT TO APPLY IN PERSON.

>> ON A SIDE NOTE CAN YOU SEND
THIS COMMITTEE SOME SPECIFIC
INFORMATION ON THE JOBS BANK?
WHERE IT IS, WHEN IT IS?

AND I THINK IT MIGHT BE GOOD IF WE COULD MAYBE OPEN THAT UP TO SMALLER CONTRACTORS BECAUSE THAT'S A LOT OF THE PEOPLE THAT ARE LOOKING FOR THE LABOR AND IT MIGHT BE A GOOD ENTRY POINT.

>> THAT'S GREAT.

>> TURN IT OVER TO COUNCILOR EDWARDS.

>> THANK YOU, AND THE PRESENTATION IS GREAT AND HAVING WORKED WITH SALESFORCE BEFORE WHEN I WAS IN OHS I KNOW IT'S LITERALLY NIGHT AND DAY ABOUT YOUR EFFICIENCY AND YOUR ABILITY TO PUSH OUT DATA SO I THINK IT'S GREAT.

I'M HAPPY TO SAY THAT YOU ARE ALSO I GUESS TAKING AWAY THAT EXCUSE FROM SOME OF THE CONTRACTORS, WE CAN'T FIND ANYBODY.

YOU'RE CREATING PIPELINES WHICH I THINK IS WONDERFUL SO YOU'RE HITTING ON BOTH ENDS, BOTH GETTING THE DATA, GETTING IT REALTIME DATA, BUT ALSO SAYING HERE'S A PIPELINE SO WE DON'T WANT TO HEAR I GUESS HOW YOU CAN'T FIND ANYBODY, HERE THEY ALL ARE.

I THINK THAT'S WONDERFUL.

I WANT TO THANK YOU FOR THAT. YOU'RE ALSO HELPING WITH MAKING SURE THAT THE FOLKS ARE GETTING ON -- NOT REAL JOBS, I DON'T WANT TO EVER COME ACROSS AS THOUGH I'M DISMISSING OR CHARACTERIZING, BUT I THINK IT DOES MATTER.

WHAT LEADERSHIP POSITIONS PEOPLE ARE GIVEN, WHAT THE DEMOGRAPHICS LOOK LIKE, WHO'S RUNNING THE SHOW, WHO'S JUST GRABBING THE TOOLS AND WHO'S ACTUALLY DOING THE WORK SO I THINK IT'S WONDERFUL YOU'RE DOING THE TRAINING.

YOU'RE HELPING MORE PEOPLE BECOME CONTRACTORS.

SO I'M VERY, VERY ENCOURAGED BY A LOT OF WHAT I'VE HEARD TODAY. I LOOK FORWARD TO ALSO GETTING INFORMATION ABOUT THE JOBS BANK.

I WILL ABSOLUTELY BE PROMOTING IT IN MY DISTRICT AS MUCH AS POSSIBLE TO MAKE SURE AND HOPEFULLY MAYBE YOU CAN DO ONE IN EAST BOSTON, NORTH END LIKE TAKE A ROAD SHOW, I WOULD LOVE THAT.

RCC OR THEY CAN -- SORRY, THE BOWLING, I WOULD LOVE TO SEE YOU TAKE IT TO THE DISTRICTS.

IN TERMS OF FOLLOWING UP THEN -- SO THAT'S -- I HAVE, YOU KNOW -- THIS IS WHAT WE'RE GOING TO FOLLOW UP ON AND SOME THINGS THAT WERE LEFT ON BELL -- WELL LEFT UNANSWERED LAST TIME SO I WANT TO FOLLOW UP ON SOME OF THOSE THINGS.

THE NUMBER ONE THING THAT'S PRESSING ME IS ABOUT THE COORDINATION WITH YOUR PARTNERS IN THE WAGE DIVISION.

I KNOW WE HAVE AN EXECUTIVE ORDER.

I BROUGHT THAT UP LAST TIME AND I HAVE A REAL LIFE EXAMPLE OF WHAT JUST HAPPENED.

ON A CITY PROJECT, CONTRACTOR WORKED, HAS NOT PAID THE WORKERS.

NOW, A LIEN ON THAT CITY PROJECT.

THIS CONTRACTOR GOT THIS JOB AND THEY HAD THE DIVERSITY, THAT'S THE THING, THEY HAD THE DIVERSITY, AND SO NOW, GOT A LOT OF FOLKS WHO ARE DIVERSE WHO DIDN'T GET PAID.

SO I NEED TO KNOW -- I BROUGHT IT UP LAST TIME HOW THAT COMMUNICATION WORKS WHEN YOU'RE JUDGING A CONTRACTOR NOT JUST LOOKING AT THE DATA AND SAYING WOW, WE GOT -- I THINK IT'S A TEAM OF DOMINICANS, 100% PEOPLE OF COLOR ON THAT JOB, AND THEY DIDN'T GET PAID.

SO WE MET ONE COMPONENT OF THE JOBS RESIDENCE POLICY, BUT TO WHAT END?

AND SO I HAD ASKED AND I HOPE NOW THAT YOU'RE COORDINATED AND ABLE TO UNIFY WITH THE BPDA, YOUR COLLEAGUES IN THE SAME

DEPARTMENT, WHEN WILL YOU START TO COMMUNICATE TO MAKE SURE THAT THE BAD ACTORS WHEN THEY DON'T PAY THEIR EMPLOYEES DON'T TURN AROUND AND BE CLEANSED, BECOMING GOOD ACTORS BECAUSE THEY GOT A BUNCH OF WOMEN OR PEOPLE OF COLOR.

THAT WAS ONE OF THE FOLLOW-UPS I ASKED FOR, TO HEAR ABOUT TODAY. ANOTHER FOLLOW-UP WAS ABOUT I THINK AT THE TIME, YOU WERE TALKING ABOUT SEVERAL FOLKS WHO WERE ON PROBATION IN OCTOBER, NOT SEVERAL.

YOU HAD MENTIONED SOME CONTRACTORS WHO WERE GETTING FINAL WARNINGS AND DEALING WITH CERTAIN ISSUES.

NOW, I UNDERSTAND FROM YOUR PRESENTATION YOU MIGHT BE LOOKING TO MAKE YOUR SYSTEMS MORE EFFICIENT BEFORE YOU TURN AROUND AND DO THOSE FINES.

I UNDERSTAND THAT.

BUT I STILL WANT TO HEAR ABOUT THOSE FOLKS WHO ARE ON PROBATION IN OCTOBER, WHAT DID YOU SAY TO THEM?

HOW ARE YOU MAKING THEM RISE TO THE OCCASION?

OBVIOUSLY, THEY SHOULD NOT BE ABLE TO SHIRK THE LAW JUST BECAUSE WE'RE TRYING TO COME UP WITH A MORE EFFICIENT SYSTEM. WE HAVE THE -- THOSE TWO ARE ON PROBATION.

AND THEN CURIOUS, I LOVE THE FACT THAT YOU'RE GOING TO HAVE REALTIME DATA.

IT'S REALTIME DATA FOR THE ENTIRE PUBLIC TO SEE AS WELL?

>> CORRECT.

>> EXCELLENT.

EXCELLENT.

AND THEN SO RAGE FEST FINES.

AND THEN FINALLY BECAUSE YOU'RE NOW -- NOT NOW PARTNERING, I'M SORRY, YOU UNIFIED IT IN YOUR DATA.

YOU WERE ALWAYS PARTNERING WITH THE BPDA, BUT YOU'RE NOW UNIFIED IN YOUR DATA, A LITTLE BIT MORE STREAMLINED.

HUGE PROJECT COMING IN EAST
BOSTON RIGHT, 14,000

CONSTRUCTION JOBS EXPECTED,
25,000 PERMANENT JOBS.

I KNOW RIGHT NOW IN THE PDA, THE
PLANNING DEVELOPMENT AGREEMENT,
PROJECT -- I'M SORRY, THERE IS A
MENTION OF THE BOSTON JOBS
POLICY.

I'M JUST CURIOUS AGAIN WITH
PROJECTS THAT LARGE, I'M TALKING
ABOUT THE SEAPORT NOW, YOU COULD
ARGUE THE DATA DOESN'T REALLY
DEMONSTRATE COMPLIANCE WITH EVEN
THE OLD JOBS POLICY, THE OLD
BOSTON JOBS POLICY, THERE WAS A
GAP IN A MASSIVE PROJECT, LOTS
OF MONEY MADE, HOW ARE WE GOING
TO MAKE SURE WE DON'T REPEAT
THAT WITH SUFFOLK DOWNS?
THREE MAJOR AREAS, WAGE THEFT,
THE FINE, UPDATE ON THAT, AND
THEN ALSO, HOW DO WE MAKE SURE
THAT WE DON'T REPEAT WHAT WE DID
IN THE SEAPORT?

>> SO AS FAR AS THE PIPELINE --
AS FAR AS THE PIPELINE ISSUE IS
CONCERNED, THAT'S SOMETHING THAT
WE'VE BEEN WORKING ON
EXTENSIVELY, ESPECIALLY THE
REPEAT CONTRACTORS AND GENERAL
CONTRACTORS WHERE WE MEET WITH
THEM AND WE'RE ALWAYS
ENCOURAGING THEM TO REACH OUT TO
DIFFERENT TRAINING PROGRAMS,
SUCH AS YOUTH BUILD BOSTON, SO
MOST INDIVIDUALS THAT ARE
SKILLED IN TODAY'S ECONOMY,
THEY'RE WORKING NOW.

SO WE DID THAT BY HAVING THESE
WORKSHOPS AND SEMINARS AND ALSO
REACHING OUT TO THE YOUNGER
GENERATION IN HIGH SCHOOLS AND
OTHER AREAS THAT YOUNG PEOPLE
ARE IN.

THIS IS A REAL OPPORTUNITY WITH
THE ECONOMY THE WAY IT IS NOW.
THIS IS A BIG OPPORTUNITY TO
EXPOSE INDIVIDUALS WHO NORMALLY
WOULD NOT BE EXPOSED TO THE
TRADES TO TALK TO THEM ABOUT THE
SIGN-UP PROCESS AND ALSO WALK
THEM THROUGH THE PROCESS.

I PERSONALLY THINK IT'S A

PIPELINE ISSUE AND REALLY ABOUT GETTING THE INFORMATION OUT TO INDIVIDUALS, ESPECIALLY IN CERTAIN NEIGHBORHOODS THAT JUST HISTORICALLY HAVEN'T BEEN AWARE OF THE PROCESS.

LIKE A PROJECT FOR SEAPORT, YOU CAN'T JUST WALK ON TO THAT PROJECT AND FILL OUT AN APPLICATION AND GET HIRED AND START WORKING.

SO THERE'S -- THERE'S A PROCESS. THEY HAVE TO SIGN UP, THEY HAVE TO GET ACCEPTED TO THE ROOMS -- [INDISCERNIBLE]

THESE ARE THE TYPES OF THINGS WE EXPLAIN TO THE YOUNGER GENERATION AND -- LOOKING TO GET INTO THE INDUSTRY, THERE IS A PROCESS AND WE'RE HELPING THEM WITH THE PROCESS, WE'RE EDUCATING CONTRACTORS, WE'RE TALKING ABOUT THE IMPORTANCE OF BEING A GOOD NEIGHBOR IF YOU'RE WORKING IN BOSTON.

I THINK WE'VE MADE GOOD PROGRESS.

I KNOW OF ONE PROJECT PERSONALLY, THE CONTRACTOR HAS TAKEN ON POSSIBLY 20 INDIVIDUALS THAT ARE BOSTON RESIDENTS THAT COME FROM A TRAINING AGENCY, CONTRACTORS ARE -- TOOK THOSE INDIVIDUALS ON AS APPRENTICES, AND NOW, THEY HAVE A CHANCE TO ESTABLISH A CAREER.

THESE ARE THE AREAS WE'RE LOOKING IN.

WE'RE CONTINUING TO ENCOURAGE CONTRACTORS TO GO AHEAD AND HELP OUT WITH ANY APPRENTICESHIP ASPECT.

>> THANK YOU, CHRIS.

I ALSO WANTED TO FOLLOW UP ON A COUPLE OF OTHER QUESTIONS. THE WAGE THEFT QUESTION THAT YOU ASKED.

>> AND I CAN GIVE YOU THE ADDRESS, I WANT TO SPOT ANYBODY RIGHT NOW, BUT I THINK I DON'T WANT THAT TO BE THE ISSUE IS THAT ONE INCIDENT, IT'S THE SYSTEM THAT MAKES SURE -->> WE DON'T HAVE TO MAKE THAT AN

ISSUE OF THIS CONVERSATION, BUT I WOULD LOVE TO FOLLOW UP WITH YOU ON THE SPECIFIC SITE. WE DO HAVE I THINK -- IT'S IMPORTANT THAT WE WORK TOGETHER TO FIGURE OUT HOW WE MIGHT WANT TO AMEND THE PROCUREMENT LAWS TO ALLOW US TO BOTH WEIGH PAST ACTIVITIES WHEN WE ARE SELECTING CONTRACTORS.

AT THIS POINT, WE CAN'T. IN PAST 70, I THINK WE WOULD ASSOCIATE THAT WITH WAGE THEFT AND PERFORMANCE ON BRJP. BUT AT THIS POINT, I THINK WE WOULD NEED TO WORK TOGETHER IN PASSING THE RIGHT LEGISLATION TO GIVE US THE ABILITY AND THE TOOLS.

STILL WANT TO FOLLOW UP ON THIS PIECE HERE BECAUSE I WOULD LIKE TO WORK ON THAT PERSONALLY. ON SUFFOLK --

>> YOU'RE GOING TO FOLLOW UP OFFLINE.

>> I'LL FOLLOW UP OFFLINE ON THAT PARTICULAR PROJECT, JUST SUMMARIZING WHAT YOU SAID, THOUGH, YES, YOU THINK THAT FOR THE WAGE THEFT MONITORING WE REALLY NEED TO GIVE YOU THE POWER TO DO THAT THROUGH THE PROCUREMENT DEPARTMENT?

>> IF WE ARE GOING TO CONSIDER WAGE THEFT --

>> I THINK WE SHOULD.

>> I THINK WE SHOULD SO I WILL GO ON RECORD TO SAY.

>> -- TAKE THE EXISTING ORDINANCE AND AMEND THAT?

>> LET'S COME BACK TOGETHER ON THE SPECIFICS ON HOW, BUT I WOULD ADD THAT TO BRJP PERFORMANCE.

I THINK THE CITY SHOULD HAVE THE ABILITY TO CONSIDER PAST PERFORMANCE ON PROJECTS AS WE SELECT CONTRACTORS, BOTH ON WAGE THEFT AND BRJP PERFORMANCE, AND I THINK WE WOULD NEED TO WORK TOGETHER ON THAT TO GIVE US THE TOOLS.

>> AND WITH THAT WE WOULD HAVE A TOOL WHEN IT COMES TO DIRECT

CITY CONTRACTS.

HOWEVER, YOUR JURISDICTION IS FOR ALSO PRIVATE CONTRACTORS AS WELL OVER 100,000 SQUARE FEET OR SOMETHING LIKE THAT.

>> UH-HUH.

>> LET'S TALK ABOUT WHERE THE AMENDMENT LANGUAGE NEEDS TO GO TO ALLOW FOR MONITORING, BECAUSE THEY HAVE TO GIVE YOU DATA.

>> IT WOULD BE VERY HELPFUL.

>> AND YOU WERE GOING TO TALK ABOUT THE PDA.

>> THE PDA FOR SUFFOLK DOWNS -- SO WE I THINK FIRST AND FOREMOST WOULD LOVE YOUR SUPPORT IN THE BUDGET PROCESS WHERE THE MAYOR HAS, IN FACT, INCREASED OUR BUDGET TO BE ABLE TO GO TO DIFFERENT DISTRICTS AND NEIGHBORHOODS AND BRING THESE TRAININGS.

YOU'LL SEE IN THE NEW BUDGET \$142,000 THAT'S ALLOCATED TO THE ECONOMIC DEVELOPMENT CENTER SO THE MAYOR HAS ASKED US, IN FACT, TO BE OUT IN THE OTHER NEIGHBORHOODS AND SO WE LOOK FORWARD TO HEARING FROM ALL COUNCILORS ON PLACES WHERE WE SHOULD BRING SOME OF THESE TRAININGS, PARTICULARLY EAST BOSTON, AS YOU SAID, FOR SUFFOLK DOWNS.

TIMELINE, WHEN PEOPLE ARE HIRING, BUT WHEN WE HAVE THAT MANY JOBS THAT WE'RE ON THE FRONT END, WE WOULD LOVE TO WORK WITH YOU TO MAKE SURE THAT THAT IS TRUE.

THE OTHER ONE, PROBATIONS AND ORGANIZATIONS THAT HAVE BEEN ON PROBATION, I REMEMBER IN THE LAST HEARING, IN FACT, WE TALKED ABOUT THE ACTIONS THAT WE TAKE WHEN SOMEONE IS BEHIND, WE WOULD LOVE IF SOMEBODY COULD ACTUALLY GIVE US AN UPDATE ON WHAT'S TRANSPIRED?

I DON'T KNOW THE EXACT PROJECTS, BUT WHAT'S TRANSPIRED SINCE LAST TIME, AND NOW, IN GENERAL.

ON THE SPECIFIC ONE THAT THE BEC ASKED FOR A SUBCOMMITTEE ON THE

LIBRARY, AT THE BEC MEETING,
THERE WERE TWO BEC MEETINGS I
BELIEVE THAT HAPPENED BEFORE THE
BEC SAID OKAY WE NOW NEED TO
FIGURE OUT HOW WE SEND A
STRONGER MESSAGE AND SO NOW,
THAT SUBCOMMITTEE WILL MEET.
IT WILL MEET IN TIMELINE TO HAVE
THE DATA THAT IS NECESSARY, FOR
THEM TO DO A COMPARISON OF THAT
PROJECT WITH OTHER PROJECTS AND
BEGIN TO REALLY CREATE THE
PROTOCOL BY WHICH WE FIND.
WE HAVE THE STANDARDS.
WE KNOW WHAT THE SEVEN ARE.
AND WE'VE GOT TO FIGURE OUT
WHAT'S AN INFRACTION AND HOW AND
HOW DO WE ADD IT, ETC., BASED ON
THEIR PERFORMANCE AND THE DATA
IS GOING TO ALLOW US TO DO IT,
BUT IF SOMEBODY CAN GIVE THE
COUNCILOR A QUICK UPDATE ON SOME
OF THE WORK THAT WE'VE DONE WITH
THE FOLKS WHO HAVE BEEN OUT OF
COMPLIANCE TO DATE.
>> WE STARTED AN INITIATIVE AND
THIS IS THROUGH THE LEADERSHIP
OF BEC CHAIR TRAVIS WATSON WHO
COULDN'T MAKE IT TODAY, HE'S OUT
OF TOWN, BUT HE DEFINITELY WANTS
REALTIME UPDATES ON THE HEARING,
BUT SO WE ARE -- ONE OF THE BEST
PRACTICES THAT HAS BEEN
DEVELOPED BY THE PGTI, THE
POLICY GROUP ON TRADESWOMEN'S
ISSUES IS TO FOCUS ON WHAT THEY
CALLED HIP, WHICH IS HIGH-IMPACT
POOR PERFORMERS SO LOOKING AT
WHO'S WORKING THE MOST HOURS IN
THE CITY THAT'S PERFORMING THE
WORST.
AND THAT TENDS TO BE IN TRADES
WHERE THERE AREN'T A LOT OF --
SO, FOR EXAMPLE, CONCRETE
THERE'S TWO CONTRACTORS THAT DO
ALL THE CONCRETE IN THE CITY,
RIGHT?
AND SO WE BROUGHT IN ONE OF
THOSE S AND F CONCRETE FOR A
CONVERSATION ABOUT WHAT ARE THE
BARRIERS TO YOU DIVERSIFYING
YOUR WORKFORCE?
AND WE CAME UP WITH AN ACTION
PLAN OUT OF THAT AND THOSE ARE

DOCUMENTS THAT WILL BE AVAILABLE MOVING FORWARD, WE'RE WORKING WITH A TEMPLATE OF AN ACTION PLAN, BUT THAT WAS LAST MONTH I BELIEVE THAT WE BROUGHT THEM IN. WE'RE STARTING TO BRING THEM IN SYSTEMATICALLY, LOOKING AT THE DATA, WHO ARE THOSE HIGH-IMPACT POOR PERFORMERS, SITTING DOWN, WHAT ARE THE BARRIERS AND GIVING THEM GOALS TO IMPROVE THAT. IN THAT PARTICULAR CASE THE OWNERSHIP HAD CHANGED FROM FATHER TO A SON AND THE SON -- HE'S BEEN THERE A FEW YEARS NOW, BUT MUCH MORE ENGAGED IN DIVERSIFYING AND HE ALSO TOLD US ABOUT SOME OF THE STRUCTURAL LIMITATIONS OF THEIR INDUSTRY AND WHAT, YOU KNOW, THE CHALLENGES ARE SO OUT OF THAT, ONE OF THE LESSONS WE LEARNED, WHICH IS VERY APPLICABLE TO SUFFOLK DOWNS IS THAT THEY'RE REALLY FINALIZING THEIR WORKFORCE ABOUT A MONTH BEFORE THE SHOVEL GOES IN THE GROUND EVEN IF THEY'RE PLANNING A PROJECT FOR FOUR YEARS, WHO'S GOING TO BE ON THAT SITE IS REALLY BEING DECIDED A COUPLE OF MONTHS TO ONE MONTH BEFORE AND SO THAT'S THE OPPORTUNITY TO DO A JOB FAIR ON THE SITE WITH THE COMMUNITY, THESE ARE THE PEOPLE WE NEED, THESE ARE THE GAPS THAT WE HAVE, BECAUSE THE CHALLENGE WITH THEIR INDUSTRY AND WITH CONSTRUCTION IN GENERAL IS THAT TIMELINES SHIFT SO MUCH. YOU MIGHT HAVE A GREAT BOSTON RESIDENT CREW, AND THEN THEY ALL GET LAID OFF BECAUSE THE OTHER JOB ISN'T STARTING FOR ANOTHER SIX MONTHS. WE'RE TRYING TO ONE GET AHEAD OF THAT, TWO REALLY WORK WITH PEOPLE, ENCOURAGING THEM TO DIVERSIFY THEIR CORE CREWS BECAUSE THEIR CORE CREWS DON'T GET LAID OFF AND SO THOSE ARE SOME OF THE PIECES THAT WE'RE INTERVENING ON AND TRACKING AND TRYING TO HOLD PEOPLE TO ACTION

PLANS, NOT JUST YOU COME BEFORE THE BEC, YOU HAVE BAD NUMBERS, AND THEN WE KEEP IT MOVING, RIGHT?

WE WANT TO REALLY START LEVYING SANCTIONS WITH OUR NEW INFORMATION, BUT ALSO HAVE THESE WORKING MEETINGS TO REALLY ZERO IN ON WHAT FOR THAT TRADE, THAT CONTRACTOR, WHAT'S THE INTERVENTION THEY NEED TO REALLY DIVERSIFY THEIR WORKFORCE?

>> THANK YOU.

>> COUNCILOR JANEY.

>> THANK YOU SO MUCH.

FIRST, LET ME ACKNOWLEDGE YOU CELINA FOR THE GOOD OPPORTUNITY FAIR, I ATTENDED THAT FAIR A COUPLE OF MONTHS AGO AT THE BOWLING BUILDING.

THAT WAS WONDERFUL.

I ALSO WANT TO GIVE A SHOUT-OUT TO THE COMPLIANCE MONITORS, AT LEAST THE ONES THAT I'VE WORKED WITH, ROBERT FROM YOUR OFFICE AND THEN STACY FROM BPDA FOR THEIR GOOD WORK.

ONE OF THE THINGS THAT IS HIGHLIGHTED WHEN WE HAVE THESE DISCUSSIONS AROUND REVIEWING THE NUMBERS AT THE MONITORING MEETINGS ARE THE TIMESHEETS AND SOME OF THE COMPANIES HAVING WHAT SEEMS TO BE DIFFICULTY GETTING THE TIME SHEETS IN IN A TIMELY MANNER AND SO ONE OF THE THINGS THAT I HEAR WITH YOUR NEW PLATFORM IS THEY'LL BE ABLE TO DO THAT ONLINE VERSUS SENDING AN E-MAIL?

BOTH INVOLVE TAKING TIME TO SIT AT A COMPUTER AND DO THAT SO I'M WONDERING ONE, DO YOU REALLY ANTICIPATE THAT THIS WILL MAKE THINGS EASIER FOR THOSE FOLKS? AND THEN TWO, I THINK WITH SOME OF OUR SMALLER PLAYERS, THERE'S A CAPACITY ISSUE AND I WONDER WHAT ROLE THE CITY CAN PLAY IN HELPING TO BUILD THE CAPACITY OF SOME OF THE SMALLER COMPANIES SO THAT THEY CAN BE IN COMPLIANCE SO THEY'RE NOT NECESSARILY BAD ACTORS IN TERMS OF DIVERSITY

NUMBERS, BUT IT'S HARD TO KNOW
WHAT THE DATA SAYS IF THEY'RE
NOT TURNING IN THEIR TIME
SHEETS.

SO ONE IDEA THAT'S BEEN FLOATED
IS HAVING A CENTRAL PERSON THAT
CAN DO THIS, LIKE MAYBE A
CONSULTANT COULD COME IN AND DO
IT FOR ALL OF THE SMALLER
PLAYERS AND NOT NECESSARILY THAT
IT'S THE CITY'S JOB TO PAY FOR
THAT, BUT TO HELP FACILITY THAT,
HOW DO WE ENSURE THAT WE'RE
BUILDING THE CAPACITY OF SOME OF
THE SMALLER PLAYERS?

SO THAT'S ONE ISSUE.

ONE QUESTION I HAVE JUST AROUND
THE NEW PLATFORM IS THAT JUST
FOR YOUR SET OF THE OFFICE OR
ALSO FOR BPDA?

>> IT'S FOR BOTH.

MANIPULATING THE SYSTEM.

THE GENERAL CONTRACTORS HAVE
THEIR RESPONSIBILITY TO THE
CITY OF BOSTON TO REPORT.

IT WILL BE ON THE CONTRACTOR
TO REPORT.

IF THEY HAVE THE CAPACITY TO
DO SO THEY CAN.

WE ARE RELYING ON THE
CONTRACTOR TO HELP WITH THE
REPORTING.

JUST SO THEY HAVE MORE
ACCOUNTABILITY LOOKING AT WITH
WEEKLY AND LOOKING AT THE
INFORMATION THAT FLOATS THAT
TO US.

THEY WILL HAVE THE ABILITY TO
DO THAT THEMSELVES OR THE
CONTRACTOR WOULD BE ABLE TO DO
THAT FOR THEM IN THE WAY OF --
I'M SORRY, WHAT WAS THE
OTHER.

>> THE OTHER PEACE PIECE
IS --

>> MAKING IT AVAILABLE FOR THE
PUBLIC.

>> THE PUBLIC VIEW IS IN THE
WAY OF REPORTING SO YOU CAN
HAVE REALTIME REPORTS AND THE
NUMBERS YOU ARE USED TO DOING
REQUESTS OR A LARGER
RESPONSIBILITY.

YOU HAVE ACCESS TO REVIEW WHAT

WE HAVE AS OUR DASHBOARD INFORMATION.

THAT SHOWS THE HIGHLIGHTS OF THE NUMBERS AND THE SANCTION PAGE FOR YOU TO ONE VIEW.

YOU CAN SEE EVERYTHING FOR THAT PROJECT IN THAT ONE PAGE.

IS THE NEW PLATFORM GOING TO HIGHLIGHT WBE'S AND WITH WHICH ONES ARE UNION OR NONUNION. THAT INFORMATION IS IMPORTANT.

>> IT WILL HIGHLIGHT UNION AND NONUNION AND HAVING THE INFORMATION ON MINORITIES AND WOMEN OWNED BUSINESSES.

>> EXCELLENT.

LET'S TALK ABOUT, I GUESS, SHIFTING TO THE BACK.

IT'S GREAT TO HAVE STEPHANE ON THE BACK.

SOMEONE MENTIONED A PROBLEM WITH GETTING A QUORUM AT MANY MEETINGS.

HOW MANY OPEN SPOTS ARE AVAILABLE ON THE BACK.

>> WE ARE AT FULL CAPACITY OF SEVEN.

>> WHAT'S THE POLICY AROUND ABSENTEEISM AND ARE WE STILL HAVING A CHALLENGE EVEN WITH THE TWO NEW APPOINTEES.

>> WE HAVE SEEN A RENEWED ENERGY TO, YOU KNOW, IN THE BACK WE HAVE NOT HAD THAT CHALLENGE.

I'LL GET BACK TO YOU OF THE SPECIFICS.

I KNOW THAT'S ONLY PART OF THE RETREAT AS WELL.

WE WANT TO TALK ABOUT WHAT ARE THE RESPONSIBILITIES AND DUTIES OF THE COMMISSIONERS AND SEE IF PEOPLE CAN MEET THOSE AND WHAT THEY NEED TO MEET THOSE.

WE HOPE TO ALSO DO A LEGAL BRIEFING SO PEOPLE UNDERSTAND CONFLICT OF INTEREST ISSUES SINCE EVERYONE HAS A DAY JOB. THEY ARE ALSO COMMISSIONERS PART OF THE PUBLIC SERVANTS. WE WILL DEFINITELY ADDRESS

THAT.
I'LL TRY TO GET THAT TO YOU.
>> THAT WOULD BE HELPFUL.
MY MEMORY FROM THE LAST
HEARING IS THAT THERE HADN'T
BEEN ANY RECENT SANCTIONS.
>> THAT'S CORRECT.
ERE WAS A LOT OF
DISCUSSION ABOUT DEADLY
LIBRARY WHICH IS IN MY
DISTRICT AND A PROJECT THAT I
HAVE BEEN MONITORING CLOSELY.
ONE BECAUSE IT'S IN MY
DISTRICT AND IT'S A
MULTIMILLION DOLLARS PROJECT.
I SEE A BUNCH OF DIFFERENT
NUMBERS EVERY TIME I GET A
REPORT.
THE TOTAL IS IN TERMS OF THE
DOLLARS AMOUNT.
THE 12 MILLION HERE WE WERE AT
THE CAPITAL BUDGET HEARING.
CAN I JUST GET CLARITY ON HOW
MUCH MONEY ARE WE TALKING WHEN
WE TALK ABOUT THE PROJECT?
>> SOMEWHERE BETWEEN 12 AND 17
MILLION.
>> WE HAVE IT ON RECORD AT
12.2 AND 12.75.
WE MIGHT NOT HAVE ALL OF THE
CHANGES THAT NEED TO BE MADE
TO KEEP UP WITH ANY ADDITIONAL
COSTS.
SO, IT COULD BE THAT, LIKE
OTHER PROJECTS IT WILL COST
MORE THAN THE ORIGINAL
ESTIMATE.
IT WAS FILED AT 12.257.
>> DO YOU HAVE THE LATEST
STATS FOR THE PROJECT?
>> YES, WE DO.
RIGHT NOW --
>> AS OF TODAY'S DATE.
?
YES, THIS IS CURRENT.
AS OF TODAY I CAN REPORT THAT
WE HAVE HAD 25,100 TOTAL
PROJECT HOURS.
29% OF BOSTON RESIDENT HOURS.
49% OF PEOPLE OF COLOR.
5% FEMALE HOURS.
>> OKAY, ONE THING I WOULD
LIKE TO HIGHLIGHT HERE IS
SOMETHING THAT I HAVE OBSERVED

IS WHILE, WE HAVE THE PEOPLE
OF CATEGORY COLOR -- NUMBER
ONE LET'S START HERE.
WE NEED TO SEE GOOD NUMBERS IN
EACH CATEGORY.
THAT'S WHAT THE ORDINANCE
SAIDS.
WE NEED TO SEE IT TRADE BY
TRADE.
I WOULDN'T ASK YOU TO GIVE ME
TRADE BY TRADE IN THE
HEARING.
THE OTHER THING THAT'S
IMPORTANT TO HIGHLIGHT IS THE
PATTERNyfi I'M SEEING IS WE ARE
DOING A BETTER JOHN BOEHNER IN
SOME OF THESE PROJECTS WITH
PEOPLE OF COLOR BUT SEEING
SHARP DECLINES IN TERMS OF
RESIDENTS.
THERE IS SO MUCH SPECULATION
HOW MUCH OF THAT IS DUE TO THE
RISING COST OF LIVING IN THE
CITY AND THOSE FORCED TO LOOK
OUTSIDE OF THE CITY FOR
HOUSING.
THEY MAY BE PEOPLE OF COLOR SO
MAYBE WE ARE DOING A GOOD JOB
AT KEEPING THOSE NUMBERS IN
TERMS OF PEOPLE OF COLOR AND
NOT DOING A GOOD JOB WITH
BOSTON RESIDENTS AND PEOPLE OF
COLOR FROM BOSTON
ON-THE-JOBS.
I DON'T KNOW IF YOU HAVE
INSIGHT OR THINKING ABOUT HOW
WE CAN UP THE NUMBERS FOR
BOSTON RESIDENTS TO MAKE SURE
THEY ARE GOING TO PEOPLE IN
OUR CITY.
>> YEAH, I THINK YOUR
OBSERVATION IS CORRECT.
IT'S CORRECT CURRENTLY.
IT'S CORRECT HISTORICALLY.
RESIDENT NUMBERS HAVE TO HAVE
TRAILS.
THE MAYOR INCREASED THE
RESIDENT PERCENTAGE IN THE
LAST ORDINANCE TO MAKE A
STATEMENT.
IT'S IMPORTANT.
WHEN WE GET UP TO 51% KNOWING
HISTORICALLY IT'S TRAILS.
WE NEED TO GET BACK TO YOU ON

HOW WE CAN PUT IT TOGETHER AND
MAKE SURE RESIDENTS ARE MORE
APART OF THE NEW JOBS.

>> RIGHT.

I WILL CHIME IN AND ASK
FOLKS TO CHIME IN.

WHEN WE ASKED THE QUESTION WE
HEAR A LOT ABOUT RESIDENTS
BEING ABLE TO PICK AND CHOSE
ON-THE-JOBS THAT ARE
HAPPENING.

WE HEAR ABOUT IT'S NICE TO BE
ON A LONG JOB LIKE THE CASINO
JOB.

THAT'S A CHALLENGE FOR SOME.
WE HEAR THAT MANY OF THE UNION
RESIDENTS ARE IN THE CITY.
THERE ARE DIFFERENT THINGS WE
HAVE HEARD.

WE NEED TO GIVE BACK TO YOU
AND MAYBE LET'S HAVE
INTERVIEWS AND TALK TO FOLKS.

>> YEP, ON THE PIPELINE PEACE
WHICH I THINK IS SO IMPORTANT
I DO WANT TO MAKE SURE WE ARE
DOING MUCH MORE.

IT'S ENCOURAGING TO HEAR YOUR
WORK WITH THE CONCRETE COMPANY
YOU MENTIONED THEY ARE TRYING
TO DO MORE TO MAKE SURE THEY
ARE HIRING DIVERSE WORKERS.
WE NEED TO DO MORE IN TERMS OF
THE PIPELINE.

I APPRECIATE THE QUESTION FROM
MY COLLEAGUES EARLIER.
WHEN YOU SAY OFFICE HOURS
WHERE IS THE OFFICE?

>> AT OUR OFFICE 26 PORT
STREET.

>> OKAY.

I WOULD SUGGEST HAVING OFFICE
HOURS THAT ROTATE OUT IN
DIFFERENT COMMUNITIES MIGHT BE
SOMETHING TO THINK ABOUT.
MAKING THIS ACCESSIBLE TO THE
PEOPLE THAT I'M TRYING TO HELP
IN MY COMMUNITY KNOW ABOUT
THIS.

HAVE ACCESS TO THE INFORMATION
IS HELPFUL.

HOW MANY PEOPLE ARE CURRENTLY
IN THE JOBS BANK?

HOW MANY ARE ABOUT TO GO ON A
JOB?

DO YOU HAVE THOSE NUMBERS FOR US?

>> THE DATABASE CONSISTS OF 800 DIFFERENT ENLIVE -- INDIVIDUALS, THIS IS GOING BACK YEARS.

A PERSON SEEKING EMPLOYMENT THEY EITHER FILL OUT AN APPLICATION OR JOBS OR ONLINE.

SO, THAT PERSON'S INFORMATION GOES INTO THE JOBS BANK SPREADSHEET.

MOST OF THEM ARE UNSKILLED LABORERS.

95% OF THOSE SEEKING EMPLOYMENT ARE SKILLED LABORERS.

WHAT WE ARE DOING IS WE ARE STIRRING THOSE INDIVIDUALS TO DO RENT TRAINING PROGRAMS TO GET TRAINING.

WE BELIEVE WHEN PERSON GOES THROUGH THE TRAINING PROGRAM THEY HAVE TO SHOW UP ON TIME.

>> HOW MANY HAVE GONE THROUGH THE PROGRAM?

>> THROUGH OUR DEPART.

WE HAVE THE NUMBER OF INDIVIDUALS IN BOSTON, THE PATHWAYS, OPERATION EXIT.

>> I DON'T WANT TO SPECULATE. I'M ASKING FOR HARD DATA ON HOW MANY.

IT'S IMPORTANT THAT WE TRACK. I'M NOT SURE IF THERE IS A SYSTEM OR STRUCTURE IN PLACE TO TRACK THAT.

IT'S IMPORTANT BECAUSE THAT'S HOW WE'LL MEASURE SUCCESS AND WHETHER OR NOT THIS TRAINING PROGRAM IS HAVING MORE SUCCESS.

HOW DO WE FUNNEL MORE PEOPLE INTO THAT PARTICULAR ONE.

IT'S IMPORTANT TO UNDERSTAND WHETHER OR NOT WE ARE TRACKING WHAT IS HAPPENING WITH THE 800 PEOPLE.

I VENTURE TO GUESS ALL PEOPLE ARE NOT LOOKING FOR CONSTRUCTION JOBS.

MANY OF THE FOLKS MAY HAVE A JOB SOMEWHERE ELSE OR GIVEN UP

ON CONSTRUCTION.
THERE IS MORE WE CAN
UNDERSTAND.
WHEN SOMEONE COMES TO THE JOBS
BANKS WHAT THE OPPORTUNITIES
ARE FOR THEM AND HOW WE TRACK
THEM.
THEY SENT US THEIR INFORMATION
AND THIS IS WHAT THE CITY HAS
DONE.
THEY GOT THEM ON-THE-JOB SITE
AND INTO A PROGRAM.
WE WANT TO MAKE SURE THE DATA
AND THAT INFORMATION IS BEING
TRACKED IN A WAY THAT WILL
HELP US REALLY MEASURE AND
MONITOR WHAT WE ARE DOING.
THE JOB WE WANT TO DO IN TERMS
OF MAKING SURE PEOPLE OF COLOR
ARE GETTING SEVERED AS WELL AS
WOMEN.
WHEN THEY WALKED ON A JOB SITE
HOW DO WE KNOW THE JOB SITE
AFFORDING INFORMATION FOR
NOT.
THE MONTHS HAVE REGULAR
INTERACTIONS WITH THOSE
PROJECTS AND THAT'S PART OF
THE LARGER QUARTERLY
MEETINGS.
THAT'S ONE OF THE PIECES THEY
CHECK IN A
SHOW ME YOU REQUESTED A
WORKER.
SHARE ANY APPLICATIONS YOU
HAVE.
IT HAPPENS OVER E-MAIL BETWEEN
MEETINGS.
THEY ARE ON THE SITE IN THEIR
FACES AND ON THE PHONE ALL OF
THE TIME.
THAT'S ONE THING THEY CHECK IN
ABOUT.
THAT'S NOT WHERE MOST PEOPLE
ARE COMING FROM.
>> ON THE DEADLY LIBRARY
SUBCOMMITTEE WHERE ARE WE WITH
THIS?
I HEARD YOU SAID THE
SUBCOMMITTEE WILL MEET.
WHO IS ON THE SUBCOMMITTEE?
WHAT ARE THE SCHEDULE OF
MEETINGS?
WHAT IS THE CHARGE.

>> THEY WERE CHARGED WITH
LOOKING AT THE POSSIBLE FINES
FOR THE LIBRARY BRANCH
PROJECT.
ALSO RETURNING RECOMMENDATIONS
TO THE COMMITTEE.
THEY WILL BE CHAIRED BY THE
CHAIR.
THERE WILL BE ANOTHER MEMBER
ON IT.
IT WILL ALSO HAVE LEGAL
COUNCIL.
THERE WILL BE STAFF PRESENT.
>> DO YOU HAVE SOMEONE FROM
THE BOROUGHSTON -- BOSTON
JOBS COALITION.
>> NOT FROM THE BOSTON JOBS
COALITION.
WE WERE SUPPOSE TO HAVE A
COMMUNITY PERSON ON IT.
THAT WAS THE RECOMMENDATION.
IT'S A PERSON FROM THE BOSTON
JOBS COALITION.
WE HAVE NOT CONTACTED HER
YET.
>> JANET JONES.
THAT'S CORRECT.
SHE GOES TO ALL OF THE BECK
MEETINGS.
SHE'S WELL AWARE OF THE TREND
AND COMMUNICATIONS.
JANET WILL BE ON IT.
>> HOW LONG WAS THE TIMELINE
FOR THE SUBCOMMITTEE?
WHEN ARE THE RECOMMENDATIONS
GOING TO HAPPEN?
>> THE SUCCUMB -- SUBCOMMITTEE
IS AFTER THE LAUNCH.
WE WOULD LIKE THEM TO MEET.
THEY CAN LOOK AT ALL OF THE
PROJECTS AND SAY THIS IS HOW
WE SHOULD DO FINES.
THEIR CHARGE IS TO COME BACK
TO THAT COMMITTEE WITH THE
PRESENTATION AND
RECOMMENDATION ON FILE.
>> GREAT, THAT'S ENCOURAGING.
ONE CONCERN I HAVE IS THAT THE
CITY ISN'T DOING ENOUGH TO
HOLD THE BAD PLAYERS
ACCOUNTABLE.
WE SHY AWAY FROM USING THOSE
TOLLS.
ARE THOSE MEETINGS OPEN TO THE

PUBLIC?

>> YES, THEY WILL BE OPEN MEETINGS.

>> SO, THE SCHEDULE OF MEETINGS --

>> THEY WILL BE NOTICED AND OPEN.

>> WONDERFUL.

I BELIEVE THAT'S IT FOR NOW. I'LL GIVE MY COLLEAGUES AN OPPORTUNITY.

THANK YOU.

>> THANK YOU.

CHAIR RECOGNIZES COUNCIL FLYNN.

>> THANK YOU, COUNCIL BAKER AND EDWARDS AND TO COUNSELOR JANEY.

WE HAVE GREAT WORK ON THIS IMPORTANT ISSUE.

FOR YOUR LEADERSHIP AND WORK AS WELL.

I WORKED TEN YEARS AS A PROBATION OFFICER.

I SAW THE TREMENDOUS ROLE ORGANIZED LABOR PLAYED IN HELPING PEOPLE RETURNING FROM JAIL OR PRISON.

THE BOSTON BUILDING TRADES AND HOW THE UNIONS FOR THE PATHWAYS PROGRAM GAVE PEOPLE A SECOND CHANCE.

THE PROGRAM IS EXCELLENT.

ONE OTHER ISSUE THAT MAYBE YOU CAN COMMENT ON IS I'M CLOSE WITH THE IMMIGRANT COMMUNITY IN MY DISTRICT IN CHINATOWN ESPECIALLY.

I'M WORKING WITH THE PROGRESSIVE ASSOCIATION.

WHAT HAPPENS IF A COMPANY STEALS WAGES FROM THEIR WORKERS.

WHAT IS THE ROLE OF THE CITY ON CRACKING DOWN ON INSURING THAT YOU DO THATTh9yE OF BEHAVIOR.

>> WITHOUT FARTHER ADO I THINK WE SHOULD INVITE TREND.

WHAT I DO KNOW IS IF A COMPANY ENGAGES IN THOSE PRACTICES WHAT I URGE THE COUNCIL ON IS PROVIDE THE TOOLS TO BE ABLE TO, THEN, USE THAT INFORMATION

IN MAKING DECISIONS ON WHETHER
IT COMPANY DOES BUSINESS WITH
THE CITY EVER AGAIN OR IN THE
NEXT PRACTICE UNTIL THEY SHOW
UP THE PRACTICE.
RIGHT NOW THE PROCUREMENT LAWS
DON'T AFFORD THE CITY THE
ABILITY TO WEIGHT THAT
INFORMATION.

>> OKAY.

THANK YOU, JOHN.
IS THERE ANYTHING I CAN DO OR
THE CITY COUNCIL CAN DO ALSO
IN TERMS OF HELPING OTHER MEN
AND WOMEN RETURNING FROM JAIL
OR PRISON THAT WOULD LIKE TO
GET MORE INVOLVED IN THE
CONSTRUCTION TRADES.

WHAT ELSE CAN WE DO.
I KNOW WE CAN DO A GREAT JOB.
ANYTHING SPECIFICALLY THE CITY
COUNCIL ON ANY TYPE OF ISSUE.

>> IT'S A REALLY GREAT
PROGRAM.

THEY ARE STARTING A NEW
PROGRAM.

THIS IS FOR PEOPLE WHO ARE
FORMALLY INCARCERATED.
THEY ARE CURRENTLY
INCARCERATED AND COMING OUT
AND PARTNERING WITH THEM SO
THAT WE CAN GO LOOKING FOR
WORK OR PROJECTS.

THERE IS ANY EFFORT TO RECORD
THEIR WORK OR WORK REALLY
CLOSELY WITH THEM.

THERE IS A HUGE OPPORTUNITY
AND GREAT CAREER BUILDER.

>> I GUESS MY FINAL COMMENT IS
IT'S NOT A QUESTION.

WE WANT TO MAKE SURE WE DO
MORE OUTREACH.

THIS IS AN IMPORTANT ISSUE.
WE HAVE MORE RECRUITING
DRIVES.

I REPRESENT ALONG WITH MY
COUNCIL WITH ALLEGED
PERCENTAGE OF PEOPLE.

THIS BOOM IN THE ECONOMY OR
WHATEVER YOU CAN DO TO BE
HELPFUL TO OUR RESIDENTS.

I WOULD GREATLY APPRECIATED.
THANK YOU FOR THE GREAT WORK
YOU ARE DOING.

>> THANK YOU, COUNSELOR.
CAN YOU TALK ABOUT HOW IT'S
BEEN GOING FOR TWO YEARS.
>> I WOULDN'T HAVE THAT
AVAILABLE.
THIS IS SOMETHING WE COULD
FOLLOW ABOUT.
>> WE PRESENT GET PEOPLE
SIGNED UP DIRECTLY ONTO IT
COMPUTER.
I DON'T KNOW THE NUMBERS OF
THE PROGRAMMING.
>> THIS IS THE CONVERSION.
WE SHOULD AGREE.
THAT'S WITH THE NUMBERS.
>> DO YOU HAVE MORE
QUESTIONS.
>> JUST TO MAKE SURE I'M CLEAR
ON WHAT WE WILL FOLLOW UP WITH
OFFLINE.
MY BEGINNURAL BEGIN -- GENERAL
COMMENT IS THANK YOU.
I WOULD LIKE TO ACKNOWLEDGE I
HAVE SEEN THAT IN YOUR WORK.
IT'S GREAT DEPUTY DIRECTOR.
THANK YOU SO MUCH.
I WOULD LIKE TO FOLLOW UP ON
ACTUAL DATES AND LOCATIONS FOR
THE JOBS BANKS TO COME.
I REPRESENT BUNKER HILL THE
LATEST HOUSING DEVELOPMENT.
WE DO THIS ONCE A WEEK.
WE RECRUIT FOLKS.
ONE OF THE PROBLEMS WE HAVE
SEEN WITH THE RECRUITMENT
THOSE WHEN EAST BOSTON FOLKS
COME OVER IS THERE IS A
CAPACITY CONCERN.
NOT JUST WITH THE SKILL SET
BUT ENGLISH.
IF YOU ARE PROVIDING CERTAIN
THINGS AND SERVICES THE WEIGHT
LIST IS LONG.
THE CITY IS DOING A GOOD JOB.
ANOTHER PARTNER IS THE
IMMIGRANT ADVANCEMENT AND
MAKING SURE WE PROVIDE JOB
RELATED CAPACITY TO ENGLISH
RUNNERS TO MAKE SURE THEY COME
AS CONSTRUCTION WORKERS, READY
TO GO AND DOCUMENTS
EVERYTHING.
ONE WOMAN DIDN'T HAVE THE
CAPACITY TO CLEAN ROOMS.

LET'S WORK ON THAT.
TOTAL PACKAGE AND ALSO WE'LL
FOLLOW UP SPECIFICALLY ON WAGE
THEFT ON THE CITY PROPERTY.
IN GENERAL HOW WE WILL MONITOR
THE STATUE TO OR ORDNANCE TO
AMEND PRIVATE AND PUBLIC.
THANK YOU SO MUCH.

>> THANK YOU, COUNSELOR.
COUNSELOR JANEY.

>> I JUST WANT TO MAKE SURE
I'M CLEAR ON WHEN YOU WILL
HAVE THOSE RECOMMENDATIONS?

>> SO, SUBCOMMITTEE WILL MEET
AFTER LUNCH.

I'M NOT SURE, COUNSELOR IF IT
WILL TAKE ONE OR TWO OR THREE
MEETINGS.

I SUSPECT IT WILL BE A QUICK
RETURN ON THE DUDLEY.
WE'LL ADDRESS A NUMBER OF
OTHER PROJECTS THAT IN FACT, I
THINK, WOULD PROBABLY FALL
UNDER THE SAME GUIDE THAT
DUDLEY IS BEING FINED.

>> THAT'S HELPFUL.

I DON'T IT'S IMPORTANT TO HAVE
MORE CLARITY AROUND THE CHARGE
AND TIMELINE OF WHEN WE CAN
HAVE THIS WORK COMPLETED.

I DON'T KNOW IF IT'S ONE
MEETINGS, TWO MEETINGS OR
THREE MEETINGS.

WE SHOULD THINK IT THROUGH.
NOT BECAUSE OF THE
RECOMMENDATIONS BUT RESPECT
PEOPLES TIME.

THEY ARE DOING THIS ON A
VOLUNTEER BASES.

I WANT TO MAKE SURE WE ARE
DOING MORE AND I'M HAPPY TO
WORK WITH ALL OF YOU AROUNDING
BUILDING THE PIPELINE.

IT'S INCREDIBLY IMPORTANT.
WHEN I TALK WITH ANYONE'S
WHETHER IT'S MONITORING THE
JOBS OR MEETING WITH
DEVELOPMENT TEAMS THE
IMPORTANCE OF MAKING SURE WE
DO MORE TO PAY IT FORWARD
AROUND JOBS AND BUILDING THE
PIPELINE.

I WONDER WHAT OPPORTUNITIES
ARE AVAILABLE FOR MADISON PARK

HIGH SCHOOL STUDENTS.
THEY WOULD LIKE YOUR OFFICE TO
THINK ABOUT THAT AS WELL AS WE
TALK ABOUT JOBS BANKS AND
PIPELINE AVAILABILITY.

FINALLY HOW IMPORTANT IT IS.

THIS IS THE LAST HEARING WE
HAD ON THIS TOPIC WERE WE
SHARED THERE WAS \$9 BILLION
WORTH OF CONSTRUCTION
HAPPENING CURRENTLY.

WE ARE TALKING 15 BILLION.

THAT'S PROBABLY KNOW NOT EVEN
THE ACCURATE NUMBER.

IT'S PROBABLY MORE THAN THAT
NOW.

WE NEED TO MAKE SURE THAT GOES
INTO THE HOUSE OLDS OF PEOPLE
OF COLOR AND WOMEN.

I WANT TO CONTINUE TO WORK
FORD WARD WITH ALL OF YOU AND
MAKE SURE YOU DO EXACTLY
THAT.

AS WELL AS ALL OF THE FOLKS IN
THE PUBLICS THAT HAVE BEEN
AMAZING ADVOCATES.

I AM LOOKING FORWARD TO
HEARING THE PUBLIC TESTIMONY
IF THAT'S WHERE WE ARE GOING
NEXT.

>> THANK YOU MR. CHAIR.
FOR YOUR WORK.

WHICH ARE ORDERED TO HAVE
UPDATES IN APRIL AND OCTOBER.
WE SHOULD PROBABLY PROACTIVELY
SET AN OCTOBER MEETING TWEEN
WE SHOULD FIGURE THAT OUT.

WE ONLY HAVE THREE PEOPLE
TESTIFYING SO THERE MIGHT BE A
QUESTION YOU COULD HELP WITH.

I WOULD LIKE TO INVITE DOWN I
THINK IT'S DERRICK MONKS.

WOULD YOU LIKE TO COME OVER
HERE.

ALSO DON CARLSON AND CHUCK
TURNER.

COUNSELOR TURNER.

>> AS THEY COME DOWN I WOULD
LIKE TO EXCUSE MYSELF NOT ONLY
BECAUSE OF THE 60th
ANNIVERSARY.

THEY NEVER SIGNED THIS INTO
THE CITY.

THE MAYOR IS UPSTAIRS AND WE

ARE ABOUT TO KICKOFF THE
SIGNING CEREMONY AT 2:00.
SO, WE CAN HANDLE THAT.
>> THANK YOU, SIR.

.
I'LL GOING TO READ A STATEMENT
FOR YOU ALL.
I'M ENCOURAGED BY THE
ATMOSPHERE OF THIS MEETING.
THIS IS VERY EVEN COURAGING.
ALSO GOING AND LOOKING
SPECIFICALLY WHICH I THINK HAS
BEEN HIGHLIGHTED AS A
CONCERN.
SO, AGAIN, THANK YOU COUNSELOR
BAKER, JANEY, AND BAKER.
THIS IS A TIMELY SESSION.
I'M A BOSTON RESIDENT.
I'M A MEMBER AND ACTIVIST OF
CITY LIFE REPRESENTATIVE.
THIS IS PART OF THE BOSTON'S
JOBS GROUP.
IT'S IN THAT CAPACITY I'M
MAKING THE REMARKS.
MY FOCUS WILL BE ON THE STATUS
OF THE BOSTON RESIST RESIDENCY
COMPLIANCE.
I WOULD LIKE TO START WITH A
VERY SHORT HISTORY THAT HAS
BEEN REFERENCED EARLIER
TODAY.
IN THE 50s AND 60s THE
TRADES UNION SPACE WAS
PREDOMINANTLY WHITE, MALE, AND
BOSTON RESIDENCY.
THE WHITE MALE WAS NO LONGER
BOSTON RESIDENTS.
THE FLIGHT TO THE SUBURBS WAS
WIDESPREAD.
THE INOCOR NATION OF THE
COMMUNITY FIGHT FOR OUR BOSTON
RESIDENCY JOBS POLICY IN THE
1970s.
THEY ADDRESSED LACK OF THE
RESIDENCY.
IT'S THE SAME THREE
CATEGORIES.
BOSTON RESIDENTS AND PEOPLE OF
COLOR AND WOMEN AS WE ARE
TODAY.
AND WE KNOW TODAY THE PEOPLE
OF COLORS HAVE INCREASED IN
THE CONSTRUCTION INDUSTRY.
THERE IS NO REPRESENTATION IN

THE 70s THAT HAD A SLOW AND STEADY INCREASE BUT STILL FELL SHORT AND WORK REQUIRED BY THE JIP.

DURING THAT TIME BOSTON RESIDENTS HAVE HAD ALMOST NO GROWTH IN THE NUMBERS.

THERE WAS 61%.

THEY SHOW IN ALL PROJECTS WHETHER UNION OR NONUNION THE NUMBERS FROM 20 AND REQUIRED THE NEXT DAY.

WHY IS THAT?

HOW CAN THAT BE?

PEOPLE OF COLOR NUMBERS ARE UP AS WELL.

DURING THE WORK HOURS IT'S KEY.

THIS IS GOOD INTENTION TO ORDINANCE.

THIS IS THROUGH THE HEARINGS.

THE PRIMARY TRUTH OF LABOR.

THE CONSTRUCTION INDUSTRY ARE AWARE OF THE DISCREPANCIES.

THERE ARE MANY TRAININGS.

THERE WAS AN OUTREACH PRACTICE IN PLACE.

TRYING TO DEAL WITH THIS PROBLEM.

NONUNION SECTOR HAS A GROWING PRESENCE DURING THE CURRENT BOSTON BUILDING BOOM HAS FOR THE MOST PART, VERY LITTLE IN PLACE IN TERMS OF TRAINING AND OUTREACH.

WE ARE REQUESTING THAT THIS CITY COUNCIL REVIEW ASK THE HARD QUESTIONS AND THE UNION AND NONUNION SECTORS AS TO WHY THIS LACK OF COMPLIANCE IS SO CONSISTENCY POOR.

SOLVING THE PROBLEM OF THE BOSTON RESIDENTS WORKING TO BUILD A NEW BOSTON IS NOT EASY.

WE ARE AWARE THAT THEY HAVE BEEN GRAPPLING WITH IT.

DO YOU HAVE A SUGGESTION.

THE ONE SUGGESTION WE HAVE IN DOING THIS EVALUATION IS THAT YOU AND I REALLY MEAN WE SET ACHIEVABLE GOALS.

SHORT-TERM AND LONG-TERM.

WE ALL WANT CERTAIN

COMPLIANCE.

THAT'S THE LONG-TERM GOAL.
WHEN THE CURRENT NUMBERS ARE
30% BELOW THE REQUIREMENTS
ACHIEVING SUCCESS IS
OVERWHELMING.

BY SETTING YEARLY SHORT-TERM
GOALS OF SAY 3 TO 5% INCREASES
IN ALL COMPLIANCE CATEGORIES
WE CAN BETTER TRACK OUR
PROGRESS.

WE CAN EVALUATE WHAT EFFORTS
ARE EFFECTIVE AND NOT.
THAN WE CAN SHAPE OUR PROGRAMS
GOING FORWARD.

WE HAVE SOME CERTAINTY THAT WE
ARE HEADED IN THE RIGHT
DIRECTION.

EXCUSE ME.

ATTENTION MUST BE PAID
ATTENTION TO THE CURRENT POOL
OF WORKERS.

WE CAN SEE A YEAR TO YEAR
BASES HOW MUCH PROGRESS HAS
BEEN MADE.

WE CAN ONLY EVALUATE WHAT
CHANGES HAVE BEEN MADE.
YOU CAN DO THERE TO IMPROVE
NOT TO BLAME.

EACH HEARING BRINGS ALL OF THE
STAKEHOLDERS TOGETHER.
THIS SHOWS HOW LITTLE PROGRESS
IS HAPPENING AND YES, WE
SHOULD PRAISE THE SUCCESSES
AND PROGRESS THAT HAS BEEN
MADE.

THAT'S ONLY PART OF THE WORK.
WE CAN DO BETTER.

THANK YOU.

>> THANK YOU, MR. MONK.

DON CARLSON.

GOOD AFTERNOON.

I'M A RESIDENT OF BOSTON.
I'M SPEAKING TODAY ON BEHALF
OF THE BOSTON JOBS COALITION.
IN JANUARY OF 2017 AS YOU KNOW
MAYOR WALL SIGNED AN ORDINANCE
TO THE STANDARD FOR EMPLOYING
BOSTON RESIDENTS ON PROJECTS
FROM 50 TO 51%.

THE STANDARD FOR PEOPLE OF
COLOR FROM 25 TO 40% BIG
CHANGE AND STANDARD FROM WOMEN
FROM 10 TO 12 PERCENT.

WITH THE NEW ORDINANCE AND STANDARDS THE RESULTS AGAINST THE BRAG STANDARDS HAVE NOT BUDGETED.

ORDINANCES DON'T SOLVE THE PROBLEM.

IN 2018 AMONG THE 5 MILLION CONSTRUCTION WORKER HOURS AND PROJECTS THE BIGGEST CATEGORY FOR THE PROJECTS WAS 26% OF HOURS LOGGED BY BOSTON RESIDENTS.

THIS IS VERSUS THE 51% STANDARD.

MANY WERE LOGGED BY WOMEN VERSUS THE FOCUS ON STANDARD.

WE SEE THE SAME PATTERN IN 2017, 2016, 2015.

NO CHANGE, THE RESULTS HAVE BEEN FLAT.

THE \$1.2 MILLION HAVE GOTTEN BETTER AGAINST THE STANDARD OF PEOPLE OF COLOR.

WE SHOW THE STANDARDS FOR BOSTON RESIDENTS.

VETERANS CAN TELL YOU THIS PROBLEM GOES BACK A LOT FARTHER.

I RECOGNIZE THAT A LOT OF PEOPLE INVOLVED IN THIS BRGP COMPLIANCE PROJECT PROCESS BUT WHAT WE ARE DOING TODAY IS NOT WORKING.

I CAN IMAGE COMING HERE THREE, FOUR, FIVE YEARS FROM NOW AND SEEING THE SAME SAD RESULTS.

SOMETHING DIFFERENT NEEDS TO BE DONE.

THEY MEET THE STANDARDS. 30% AND SOME ARE 10%.

WHAT CAN THE UNIONS DO.

THERE ARE MANY MORE.

FIRST, IF THEY HAVE ROADBLOCKS BRINGING IN BOSTON RESIDENTS AND IDENTIFY WHAT THOSE ROADBLOCKS ARE.

EACH UNION AND STANDARD IS DIFFERENT.

WE WILL BREAKTHROUGH THE ROADBLOCKS.

THESE ARE NOT PROBLEMS THAT NEED TO BE DONE.

THEY DO TAKE THESE ACTIONS TODAY.

THEY CAN ACCELERATE THE
ACTIONS WORKING AND KILL OFF
THE ONES THAT AREN'T.
THIS IS MUCH CLOSER TO MEETING
THE STANDARDS OF OTHERS.
DETERMINE WHAT THEY ARE DOING
RIGHT.
WITH THIS CASE THEY ARE DOING
IT PERMANENTLY.
LISTENS TO BE LEARNED THEY CAN
APPLY THE LESSONS.
THIS IS NOT THE ONLY PLAYERS.
THEY HAVE AN OBLIGATION TO DIG
DEEPER AND FIGURE OUT HOW TO
MEET THE STANDARDS.
THEY NEED TO BE MOTIVATED.
THEY HAVE TO CONTROL IN THE
HIRING TO MEET THE STANDARDS.
THEY NEED TO DIG MORE DEEPLY.
THE STAFF CAN DECIDE THIS POOR
LEVEL OF COMPLIANCE.
BUILDING MORE UNDER THOSE.
THE CITY SUPPORT IS UNDER THE
CONSTRUCTION TRADES.
YOU ASKED FOR THE NUMBERS.
THEY COULD DO MORE.
THE CITY COULD RECOGNIZE THE
ECONOMIC VALUE TO THE CITY.
NOT OF THE PEOPLE JUST TO THE
CITY.
PREPARE THE PERSON FOR A WELL
PAYING JOB THAT'S UNEMPLOYED
OR UNDER EMPLOYED ARE HEADED
FOR A DEAD GIBE.
THE CITY OF THE STATE PROVIDE
ACCESS TO BOSTON CONSTRUCTION
WORKERS.
BEYOND THE JOBS BANK.
ARE THERE UNEMPLOYED BOSTON
CONSTRUCTION WORKERS TAGGED
SOMEPLACE ELSE.
I JUST DON'T KNOW.
WE HAVE NOT ASKED THAT
QUESTION.
THERE IS THE CITY COUNCIL.
THERE YOU ARE CONDUCTING THIS
SURVEY.
WHAT IS YOU'RE PURPOSE OF
DOING SO?
HOPEFULLY IT'S TO ACHIEVE
COMPLIANCE.
IT'S SO IMPORTANT TO SO MANY
BOSTONIANS.
A LOT OF INVOLVED ENTITIES AND

SHAKE THINGS UP AND A NEW PATH
OF COMPLIANCE.

I HOPE YOU TAKE IT.

THANK YOU VERY MUCH.

>> THANK YOU, MR. CARLSON.
COUNCIL TURNER.

>> THANK YOU.

I HAD THE PLEASURE OF BEING
PART OF THE GROUP THAT DECIDED
IN THE 70s TO OFFER POLICY
THAT WOULD LEAD TO BOSTON
WORKERS.

BOSTON WORKERS OF ALL RACES
AND GENDERS GETTING A FAIR
FARE SHARE OF THE
CONSTRUCTION.

WE WOULD CONCERN THE POLICY
WOULDN'T HAVE THE FOCUS ON THE
EXTENT TO WHICH BOSTON WORKERS
ARE LINKED AND BEING HIRED.
AT THAT POINT WE DIDN'T HAVE
ENOUGH WORKERS IN THE CATEGORY
TO HAVE THE POLICY EVALUATED
ON THE BASES OF THOSE
STANDARDS AND THE MONUMENT
SECTOR.

THEY HAD THE SAME PROBLEM.
AS WE POLICY MOVING FORWARD
OVER THE YEARS.

BOTH OF THOSE SECTORS.
YOU WOULD BE ABLE TO HAVE
PERFORMANCE.

THIS IS THE BASES OF WHAT THE
CONTRACTORS CONTRACTORS ARE
DOING.

IN BOSTON WE WOULD USE THOSE
CATEGORIES.

WE ARE THE BOSTON JOBS
COALITION.

WE THINK ABOUT HOW TO RESIGN.
IT WAS CONSTANTLY FLOWING
HARDER.

WE CAN'T USE THE COMPLIANCE
AROUND THE NUMBERS BECAUSE THE
UNION SECTOR AND NONUNION
SECTOR DON'T HAVE ENOUGH
WORKERS TO MEET THE
CATEGORIES.

WE ARE IN THE ORDNANCE IN
FRONT OF STANDARDS WITH THE
CONTACTORS.

THE NUMBERS AT BKC.

THIS IS WITH THE CONTRACTORS
AND DEVELOPERS.

THE RESULTS RESULTS -- THEY
HAD NOTHING THEY COULD DO.
I CONTRACTED THEM AND THERE IS
NOTHING IN THE ORDNANCE.
THEY DIDN'T RESPOND.
WE THOUGHT WE WERE THINKING.
THEY REALLY THOUGHT THIS WAS A
STRONG ORDNANCE THAT HAD SEVEN
STANDARDS IN THEM.
THERE IS A PROCESS AND THEY
MAY HAVE INTENTIONS.
OUR CONCERN TODAY IS THAT THE
PROCESS AROUND THE NEW
ORDNANCE OF 2018.
LISTEN TO ME.
THERE HASN'T BEEN ONE
SANCTION.
WE BELIEVE SANCTIONING IS THE
ANSWER.
THEY TAKE THOSE ISSUES
SERIOUSLY.
THIS IS A SIGNIFICANT PART OF
THE ANSWER.
WE THINK WE WERE ABLE TO HEAR
OUR DISCUSSION ABOUT HOW THE
CITY ADMINISTRATION IS GOING
TO MOVE FORWARD TO DEVELOP A
PRACTICE OF THE SANCTION OF
CONTRACTORS THAT DON'T COMPLY
WITH THOSE STANDARDS.
AT THE SAME TIME WE HAVE TO
ACKNOWLEDGE IT'S TWO YEARS
LATER SINCE THE ORDNANCE WAS
PASSED.
TWO AND HALF YEARS LATER
ALMOST.
IT'S TIME TO MOVE FORWARD.
WORK IS GOING ON.
THERE ARE BIG ADOPTIONS BEING
MADE.
THE ADMINISTRATION AND CITY
WILL MOVE FORWARD QUICKLY AND
MAKE SURE THAT THE SANCTION
ISSUE IS BEING DEALT WITH.
THE OTHER PEACE PIECE I WOULD
BRIEFLY LIKE TO TOUCH ON IS
THE ISSUE OF THE LACK OF A THE
ASSURANCE FOR BOSTON WORKERS.
BOSTON WORKERS OF ALL WORKERS
AND GENDERS.
IT WAS THIS CONCERN THAT LEAD
TO OUR DEVELOPING ORDNANCE
AFTER THE ORDNANCE PASSED IN
2017 WE DEVELOPED ANOTHER

ORDNANCE.

THIS WAS PART OF THE UNION
SECTOR AND NONUNION SECTOR
THAT COME BEFORE THE CITY
THROUGH THE ORDNANCE AND THE
ISSUE OF THE BOOM.

THE RECRUITING AND TRAINING OF
BOSTON WORKERS OF ALL RACES
AND GENDERS.

IF YOU WILL HAVE THIS POLICY
MET THERE HAS TO BE ENOUGH
WORKERS TO HAVE THE STANDARDS
MET.

BOSTON WORKERS, THE BOSTON
COMMUNITY IS LOSING MILLIONS
OF DOLLARS OF WAGES BECAUSE OF
THAT.

THERE HAS BEEN A HEARING ON
THE ORDNANCE WITH CONCERNS
THAT WERE RAISED ALONG THE
ORDNANCE.

WE ARE SUGGESTING TO THE
UNIONS THAT WE SHOULD DRAWBACK
AND HAVE A CONVERSATION.

WE ARE HAVING THIS
CONVERSATION.

THE CONVERSATION IS ENOUGH TO
THINK ABOUT WHETHER WE SHOULD
BE OPEN ABOUT OTHER APPROACHES
WHICH THE UNIONS DON'T BELIEVE
IT'S THE CORRECT APPROACH.

ANOTHER DECISION HAS BEEN MADE
BUT WE THINK AFTER WE LOOK AT
IT WE THINK PERHAPS THIS
COMMITTEE AND ASPECT OF CITY
GOVERNMENT THAT PRESIDES WITH
THE PUBLIC AND GIVES THEM A
CHANCE TO LOOK AT HERE AND
INTENSIFY ABOUT WHAT IS
HAPPENING ON THESE CRITICALLY
IMPORTANT ISSUES.

PERHAPS THIS COMMITTEE IS THE
APPROPRIATE PLACE FOR THAT
CONVERSATION THAT WE WERE
THINKING OF HAVING THROUGH AN
ORDNANCE TO TAKE PLACE.

YOU ARE THE BATTLE THAT SETS
THE POLICY AROUND THE
STANDARDS.

YOU ARE CONCERNED ABOUT THEM.
SO, WHY SHOULD WE SET UP AN
ORDNANCE THAT BRINGS A
COMMITTEE THAT YOU CAN DEAL
WITH IT.

WHY NOT THINK ABOUT THE
POSITION OF ASKING YOU TO IN
FACT, PLAY THE RULES.
THEY DON'T WANT THE ORDNANCE
SO WHY PUT SOMETHING ON THEM
THAT THEY ARE OPPOSED TO.
THEY ARE NOT STAYING
OBJECTIVE.
THIS IS YOUR OR INJECTIVE.
YOU ARE LOOKING AT HOW TO
MACON CERTAINS BETTER.
TO HAVE THE DIALOG BETWEEN A
COMMISSION EMPLOYMENT SECTOR
TO LOOK AT HOW TO DO IT
BETTER.
AS WE LOOK AT THIS KNOW WE
THINK WE SHOULD PULL BACK FROM
THE ORDNANCE AND ASK YOU TO,
IN FACT, MAKE A PART OF THESE
BIANNUAL REQUIREMENTS.
UNION REPRESENTATIVES AND
NONUNION REPRESENTATIVES
COMMAND DISCUSS WHAT STANDARDS
AND THEY ARE GOING TO SET FOR
THE YEAR.
THEY MOVE FORWARD.
WHAT HAPPENED THAT THERE IS NO
PROBLEMS AND WHAT REVISIONS
CAN BE MADE FOR THE COMING
YEAR.
THE COMMITTEE IS AROUND THE
PROGRAM.
THIS ISN'T ABOUT WHETHER YOU
ARE THE BODY THAT SHOULD PLAY
THE ROLE.
AND WHETHER WHETHER IT UNION
SECTOR SHOULD BE EXPECTED TO
COMMAND SHARE PART OF EACH OF
THOSE HEARINGS TO TALK ABOUT
THE EXTENT OF COMPLIANCE
AROUND THE WORKERS.
COMPLIANCE PARTICULARLY AROUND
MOVING AROUND BOSTON WORKERS.
THE POLICY THAT WASN'T
ASSURING THAT BOSTON WORKERS
GET THEIR FAIR SHARE.
>> THANK YOU, COUNSELOR
TURNER.
>> I JUST HAVE ONE QUICK
QUESTION HERE.
WE TALK ABOUT THE HOURS YOU
GET ACTUAL HOURS THEN THEY ARE
BROKEN DOWN INTO CATEGORY.
IS IT POSSIBLE ONE IS CHARGED

THREE TIMES.

CAN YOU TALK ABOUT HOW THAT WOULD WORK.

>> IF A WOMAN OF COLOR WORKS ONE HOUR IS THAT HOUR ACTUALLY BEING CHARGED THREE TIMES?

>> THAT'S CORRECT.

IF IT'S A PERSON OF COLOR AND FEMALE IT COUNTS IN ALL THREE CATEGORIES.

>> OKAY.

DOES ANYBODY ELSE HAVE ANY OTHER QUESTIONS?

>> JUST ANOTHER FOLLOW UP.

WE WOULD LIKE TO MAKE SURE THE TRAINERS YOU ARE PICKING OFF OF IT.

YOU WILL HAVE TO GIVE ME THE DATA NOW.

I'M SURE YOU ARE BUT IT'S A WONDERFUL OPPORTUNITY TO EMPLOY PARTNERSHIP.

>> YEAH, WE ABSOLUTELY LOOK TO THAT AND WE ALSO ALWAYS PROVIDE FOOD.

WE HIRE EXCLUSIVELY MINORITY OWNED BUSINESSES FROM THE NEIGHBORHOOD WHERE WE ARE DOING OUR WORKSHOPS AS WELL.

>> COULD WE ADD ALSO AT SOME POINT THEY GO AND BABY SIT?

>> WE HAVE --

THAT WOULD BE HUGE IN TERMS OF YOUR RECRUITMENT PROGRAM AND SOME FORM OF CHILD CARE. THEY PARTNER WITH A LOCAL CO-OP.

THEY ORGANIZE CHILD KARAT HOME.

MOST OF THE WOMEN AND PART-TIME OF COLOR HAVE THE OPPORTUNITY TO PARTNER AND ORGANIZED CARE TO PROVIDE AT LEAST TWO TO THREE HOURS.

THEY ARE BOTH JUNIOR NUMBERS. IT'S SOMETHING WE LOOKED AT RIGHT NOW.

WE HAVE ACTIVE IS FOR THE KIDS TO DO.

THE CHILD CARE IS MORE COMPLEX.

ALL OF THE LICENSING REQUIRED.

WE DO THAT IN PARTNERSHIP.

IT'S SOMETHING IN THE
STANDARD.

IT'S CHILD FRIENDLY.

>> OKAY.

COUNSELOR JANEY.

ON THE PAYROLL.

DO YOU HAVE A SENSE OF AND IF
YOU DON'T HAVE THE NUMBERS
THAT'S FINE.

I WOULD LIKE TO HAVE DATA AT
THAT IF YOU COULD HOW MANY ARE
OUT OF COMPLIANCE IN TERMS OF
PAYROLL.

HOW LATE IT ACTUALLY IS.

THEY TURN IN LATE PAYROLL.

THE SMALLER COMPANIES NEED
MORE.

THEY ARE PLAYERS THAT ARE NOT
DOING A GOOD JOB.

IF WE PROVIDE THAT IT WOULD BE
HELPFUL.

THEY ARE REALLY TIGHTENING
UP-AND-IN TERMS OF THE NEW
PLATFORM WE LOOK AT THE
PAYROLL AND PIPELINE
DEVELOPMENT.

WE ARE GETTING DESIRED
OUTCOMES.

I WOULD ASK THAT AND THANK YOU
FOR TALKING TO THE CONCRETE
COMPANY WITH ANOTHER CONCRETE
COMPANY.

I EUPHEMISM SURE I'M SURE YOU
KNOW WHAT I NEED.

THANK YOU FOR ALL THE WORK YOU
DO.

>> JUST A FEW MORE QUESTIONS.
THE CONCRETE WORK IS PRIMARY
LABOR OUT OF 223.

>> CARPENTER, LABORERS, AND
EQUIPMENT OPERATORS.

>> THAT'S A PRETTY GOOD
SPECTRUM THERE.

>> I KNOW, JUST LIKE TWO MORE
MINUTES.

THE TRAINING PROGRAMS WE ARE
WORKING WITH.

THEY WOULD USE THE UNION HALLS
AND UNION TRAINING CENTERS,
YOUTH WORK THEY HAVE A
TRAINING FACILITY RIGHT THERE
IN MISSION HILLS.

THEY TRAIN FOR ELECTRICAL AND
THOSE SORTS OF THINGS.

WE ARE WORKING WITH AND HAVE
ACCESS IN THE CITY OF BOSTON
ANY OTHER BRICK AND MORTAR LOW
ENTRY TRAINING.

>> I KNOW THAT WE PARTNERED
WITH BENJAMIN FRANKLIN.
THIS IS AFTER HVHC WORKERS AND
CERTIFICATION WORKERS.

>> THEY DON'T REALLY, I THINK
WE HAVE AN OPPORTUNITY HERE
AND SOMETHING TO GET IN YOUR
MIND.

IF TAKE THAT MEETING IT'S NOT
NECESSARILY SIGNING UP FOR
BENJAMIN FRANKLIN.
IT'S NOT A STOP-OFF PLACE
WERE, YOU KNOW, WE ARE
TEACHING PEOPLE HOW TO WORK.
THIS IS BUILDING PATHWAYS.

>> I THINK WE NEED TO START
LOOKING AT THAT.
WE ARE TRAIN CAN ABOUT THIS
CASE AND MORTAR.
IT COULD BE OTHER THINGS BUT
WE HAVE TO HAVE PEOPLE COME IN
AND WE KNOW WHO WE ARE DEALING
WITH.

WE ARE MISSING OUT ON THE
OPPORTUNITY OF A PRIVATE!
THOSE ARE THE PEOPLE THAT I
SEE AND TALK TO A LOT THAT
CAN'T FIND PEOPLE.
WE TALKED TO SOMEONE TRYING TO
FIND A FEMALE PLUMBER.
JUST TRYING TO FIND A PLUMBER
LIT LET ALONE A FEMALE
PLUMBER.

WE WILL SET SOMETHING UP FOR
OCTOBER.
WITH THAT THE HEARING --
EVERYBODY GOOD?
THE HEARING IS ADJOURNED.
>> THANK YOU.