

**37-43 North Beacon Street  
(THE ARTHAUS)  
09/16/20**

**Developer:** Mount Vernon

**Awarding Authority:** BPDA

**General Contractor:** Cranshaw Construction

**Construction Cost:** \$30,000,000

**Construction Period:** 10/01/19 - 04/15/21

**Construction Monitor:** Takara Hamilton

**Completion Percentage:** 45%

**New BRJP Ordinance Goals:**      **51% Resident**      **40% People of Color**      **12% Female**

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**Project Description:**

The Project will be developed on an approximately 0.7-acre site at the edge of Union Square on North Beacon Street in Allston (the "Project Site"). The Proposed Project consists of approximately 82,387 gross square foot new five-story building at the corner of North Beacon Street and Everett Street containing seventy-two (72) rental apartments ("Rental Building") as well as a separate approximately three-story building on Sinclair Road consisting of nine (9) for sale condominiums ("Condo Building") with off-street parking for 43 vehicles. The Project will capitalize on its urban setting by providing a series of amenities to encourage the use of alternative methods of transportation, including; covered and secure bike storage for each unit; a transit screen in the lobby providing schedules for local transit options, and on-site ride-sharing service.

# Boston Employment Commission Project Review

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*\*Percentages are exact and are not rounded up or down*

## I. Overall Numerical Compliance

Report Run Date: 09/03/20

Includes Work Records from 10/26/19-09/03/20

# Work hours	# Workers	# Contractors	% Residents	% People of Color	% Female
<b>38,559.47</b>	<b>327</b>	<b>15</b>	<b>18.3%</b>	<b>53.6%</b>	<b>4.3%</b>

## II. Numerical Compliance by Major Trades

Report Run Date: 09/03/20

Includes Work Records From 10/26/19-09/03/20

Trade	# of Work hours	# of Workers	% Resident	% People of Color	% Female
<b>Carpenter</b>	18,395.75	94	16.3%	64.2%	2.8%
<b>Laborer</b>	7,337.08	54	14.8%	52.9%	4.4%
<b>Plumber</b>	3,358.75	18	43.3%	42.6%	15.0%
<b>Electrician</b>	2,358.00	16	28.3%	51.7%	3.1%
<b>Equipment Operator</b>	2,223.64	28	6.8%	15.2%	1.7%

## III. Numerical Compliance by Major Contractor

Report Run Date: 09/03/20

Includes Work Records From 10/26/19-09/03/20

Contractor	# of Wrkhrs	# of Workers	% Resident	% People of Color	% Female
<b>North &amp; South Construction</b>	8,142.00	27	10.9%	63.6%	2.9%
<b>Universal Drywall</b>	6,661.75	48	13.0%	81.8%	0%
<b>Marguerite Concrete</b>	6,131.00	99	30.0%	37.9%	4.8
<b>J. Derenzo</b>	5,183.50	24	9.3%	14.4%	6.7%
<b>Superior Plumbing</b>	3,266.75	19	43.2%	42.6%	15.0%

## **BRJP Highlights and Concerns**

1. This project has been steadily increasing Boston resident and female participation over the course of a year.
2. We are still a ways away from meeting the goals for Boston Resident and Female workers but we are working diligently to find a solution to this problem.
3. Resident Verification forms are at 90%.
4. Subcontractors have been working with Katrina Conrad to find qualified candidates to work on this project.

## **J. Derenzo**

1. J. Derenzo started on-site 10/26/20 with a crew size of 4 (3 non-resident white men and 1 Boston resident female of color).
2. On November 13th, J Derenzo was reminded of the BRJP goals and on November 14th, they forwarded their Best Faith Effort Documentation. J. Derenzo continued to submit monthly Union Hall request documents, except for January, until March.
3. On March 16th a Corrective Action Meeting was held for J. Derenzo. Crenshaw and the BPDA met with Ryan Little, Project Manager for J. Derenzo on 37. N Beacon Street, to discuss underperformance and lack of BFE submissions. Ryan assured us that pending their return after the Covid-19 Crisis, J-Derenzo would try to put more workers of color and Boston residents on site.
4. When construction resumed in late may on 37. N Beacon Street, J. Derenzo submitted zero-hours until early-june. At that point, they returned to the site with no workers that would help meet BRJP goals.
5. On July 11th, the BPDA and Crenshaw reached out to J. Derenzo to plan a potential corrective action meeting to discuss underperformance post-COVID Shut Down.
6. On July 20th and July 22nd Julia Narsasian, head of HR for J. Derenzo, sent two letters detailing J.Derenzo's explanation for why the numbers were so low.
7. On July 22nd, the BPDA Met with Julia Narsasian to discuss the BRJP. Julia Narsasian apologized for the lack of responsiveness and assured her that upon J.

## Boston Employment Commission Project Review

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Derenzo's return to 37. North Beacon Street towards the end of the project, J. Derenzo would try their best to meet the goals.

8. J. Derenzo returned to the site on August 28 with one employee who is a minority.
9. The BPDA and Crenshaw will be watching J. Derenzo closely going forward to ensure that these goals will be met.

### List of active Subcontractors

1. Marguerite Concrete
2. North/South Construction - Efforts attached.
3. Scolaro Masonry - Effort attached.
4. Phoenix Construction - Efforts attached.
5. Superior Plumbing
6. Watertown Ironworks
7. Universal Drywall - Efforts Attached.
8. John Henry Roofing
9. CE Painting - Efforts Attached.

### **RECOMMENDATIONS: The BPDA Office recommends that –**

- **BPDA and Crenshaw will continue to apply pressure on subcontractors to increase their performance on site.**
- **Follow up with J.Derenzo upon their return to the site to make sure their crew represents the diversity goal requirements of the BRJP**
- **Continue to connect subcontractors with Katrina Conrad to help introduce qualified candidates to possible work opportunities.**
- **Continue to support our subcontractors and encourage them to make the necessary steps towards meeting the diversity goals.**
- **Continue to connect our subcontractors with pre-apprenticeship programs and non-union resources.**

### **Enforcement of 7 Compliance Efforts: *The Arthaus***

- Pre-construction meeting - in compliance
- Weekly payroll submission (On Time ) –In Compliance
- Corrective Action meeting - in compliance
- Boston Employment Commission Meeting– in compliance
- Providing communications/confirmations – in compliance
- Jobs Bank Referral(s) – in compliance
- Boston Resident Verifications – in compliance

## ATTACHMENTS:

- PROJECT STATISTICAL REPORT *by trade*
- PROJECT STATISTICAL REPORT *by contractor*
- BEST FAITH EFFORTS DOCUMENTATION
- HISTORY REPORT FOR CONTRACTORS - Separate Packet

### **Best Faith Efforts: Page 6-28**

When approached about BFE, a majority of the subcontractors will immediately add additional workers to their workforce that help meet the goals. This is reflected in their spreadsheets. Other subcontractors will reach out directly to their BA, requesting workers. Subcontractor's also used outside resources to help meet BRJP goals. This is reflected in the screenshots below.

# Boston Employment Commission Project Review

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**J. Derenzo:**



November 13, 2019

Local 22  
35 Highland Avenue  
Malden, MA 02148  
ATTN: Louis A. Mandarin, Jr

**Subject: 37 North Beacon Street – Employment Standards**

Dear Mr. Mandarin,

J. Derenzo Co. is performing the site and utility work at the 37 North Beacon Street project that is subject to the Boston Resident Job Policy Workforce Compliance Goals. We are therefore seeking your cooperation to ensure that employment of Boston residents, minorities and females are maintained throughout the duration of this project.

Please send to us a list of union workers that are currently without work on or before November 20, 2019. If you require additional information, please do not hesitate to contact me.

Please respond to this request in writing as soon as possible.

Sincerely,



Jesse Berman  
Human Resource Manager / Compliance Officer  
J. Derenzo Co.

CC: Cranshaw Construction



## Boston Employment Commission Project Review

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November 13, 2019

International Union of Operating Engineers - Local 4  
16 Trottier Drive  
Medway, MA 02053  
ATTN: Mr. Michael J. Bowes

**Subject: 37 North Beacon Street - Employment Standards**

Dear Mr. Bowes:

J. Derenzo Co. is performing the site and utility work at the 37 North Beacon Street project that is subject to the Boston Resident Job Policy Workforce Compliance Goals. We are therefore seeking your cooperation to ensure that employment of Boston residents, minorities and females are maintained throughout the duration of this project.

Please send to us a full listing of union workers that are currently without work on or before 11/20/2019.

If you require additional information, please do not hesitate to contact me.

Please respond to this request in writing as soon as possible.

Sincerely,



Jesse Berman  
Human Resource Manager / Compliance Officer  
J. Derenzo Co.

CC: Cranshaw Construction

# Boston Employment Commission Project Review

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February 13, 2020

Local 22  
35 Highland Avenue  
Malden, MA 02148  
ATTN: Louis A. Mandarini, Jr

**Subject: 37 North Beacon Street – Employment Standards**

Dear Mr. Mandarini,

J. Derenzo Co. is performing the site and utility work at the 37 North Beacon Street project that is subject to the Boston Resident Job Policy Workforce Compliance Goals. We are therefore seeking your cooperation to ensure that employment of Boston residents, minorities and females are maintained throughout the duration of this project.

Please send to us a list of union workers that are currently without work on or before February 20, 2020. If you require additional information, please do not hesitate to contact me.

Please respond to this request in writing as soon as possible.

Sincerely,

A handwritten signature in black ink that reads "Jesse Berman". The signature is written in a cursive style with a large, looped initial "J".

Jesse Berman  
Human Resource Manager / Compliance Officer  
J. Derenzo Co.

CC: Cranshaw Construction



## Boston Employment Commission Project Review

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February 13, 2020

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Please send to us a full listing of union workers that are currently without work on or before February 20, 2020.

If you require additional information, please do not hesitate to contact me.

Please respond to this request in writing as soon as possible.

Sincerely,

A handwritten signature in black ink that reads "Jesse Berman". The signature is written in a cursive, flowing style.

Jesse Berman  
Human Resource Manager / Compliance Officer  
J. Derenzo Co.

CC: Cranshaw Construction

# Boston Employment Commission Project Review

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December 13, 2019

International Union of Operating Engineers - Local 4  
16 Trottier Drive  
Medway, MA 02053  
ATTN: Mr. Michael J. Bowes

**Subject: 37 North Beacon Street - Employment Standards**

Dear Mr. Bowes:

J. Derenzo Co. is performing the site and utility work at the 37 North Beacon Street project that is subject to the Boston Resident Job Policy Workforce Compliance Goals. We are therefore seeking your cooperation to ensure that employment of Boston residents, minorities and females are maintained throughout the duration of this project.

Please send to us a full listing of union workers that are currently without work on or before 12/24/2019.

If you require additional information, please do not hesitate to contact me.

Please respond to this request in writing as soon as possible.

Sincerely,

A handwritten signature in blue ink that reads "Jesse Berman". The signature is written in a cursive, flowing style.

Jesse Berman  
Human Resource Manager / Compliance Officer  
J. Derenzo Co.

CC: Cranshaw Construction

## Boston Employment Commission Project Review

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February 13, 2020

International Union of Operating Engineers - Local 4  
16 Trottier Drive  
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ATTN: Mr. Michael J. Bowes

**Subject: 37 North Beacon Street - Employment Standards**

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Please send to us a full listing of union workers that are currently without work on or before February 20, 2020.

If you require additional information, please do not hesitate to contact me.

Please respond to this request in writing as soon as possible.

Sincerely,

A handwritten signature in black ink that reads "Jesse Berman". The signature is written in a cursive style.

Jesse Berman  
Human Resource Manager / Compliance Officer  
J. Derenzo Co.

CC: Cranshaw Construction

# Boston Employment Commission Project Review

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Please send to us a list of union workers that are currently without work on or before February 20, 2020. If you require additional information, please do not hesitate to contact me.

Please respond to this request in writing as soon as possible.

Sincerely,



Jesse Berman  
Human Resource Manager / Compliance Officer  
J. Derenzo Co.

CC: Cranshaw Construction

# Boston Employment Commission Project Review

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Jason Allard  
Project Manager  
Cranshaw Construction

**July 14, 2020**

**Re: J. Derenzo Co. – 37 N. Beacon Apartments**

Dear Jason:

Per your request, set forth in this letter are the specific actions taken by J. Derenzo Co. (the “Company”), to attempt to achieve the Boston Residents Jobs Policy standards at 37 N. Beacon Apartments, J. Derenzo Co. Job Number 19034 (the “Project”). We are aware that the workforce requirements for the Project are for each subcontractor to employ a workforce consisting of the following: 50% Boston Residents, 25% Minority, and 10% Female. J. Derenzo Co. has job-to-date workforce numbers of: 9% Boston Residents, 14% Minority, and 7% Female.

## **Scope of Work and Projected Workforce at 37 N. Beacon Apartments**

At this time, J. Derenzo Co. is ramping down work on-site and anticipates being off-site completely for the remainder of the summer within the next week.

## **J. Derenzo Co.’s Compliance Process and Current Action Plan:**

J. Derenzo Co. aims to be strategic in effectively meeting, and exceeding, diversity workforce requirements across projects in the City of Boston. We employ a compliance team responsible for the timely submission of weekly payroll reports and capture each active job within a database which is closely monitored considering the job’s specific workforce requirements. Actual workforce numbers are then scrutinized by Resident, Minority, and Female percentages which are differentiated in terms of the last week-ending payroll cycle, to provide an accurate snapshot of the job’s current status, as well as the total job-to-date, for broader context of its standing in totality.

I closely review these numbers each week to effectuate change as needed and as practicable. We identify all Resident, Minority, and Female employees active on our payroll. We send workforce request letters to the Unions and our Superintendents speak directly with the appropriate Business Agents to make specific requests for new employees. We look to other jobs, former employees, our present workforce, and make specific requests to the unions regularly.

As you are aware, the COVID-19 pandemic has had a significant impact on J. Derenzo Co.’s efforts to achieve the BRJP standards. During the last several months, J. Derenzo Co. has used its best efforts to keep employed as many of its existing employees as possible. For nearly ten weeks, J. Derenzo Co. had



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zero employees on-site at 37 N. Beacon, largely negatively affecting the projects overall compliance numbers. When the 37 N. Beacon project re-commenced, J. Derenzo Co. assigned existing employees to the project rather than layoff current employees and hire new ones.

Finally, the Project's superintendent has regular communication with the union business agents. When J. Derenzo Co. returns on-site, we will make a prompt request to the Unions for qualified workers to satisfy the BRJP standards.

In summary, J. Derenzo Co. intends to progress with the aforementioned wind-down in scope of work through the remainder of the summer. We have used best efforts to satisfy the BRJP standards given this difficult time working with COVID-19 based shut-downs and start-ups. As J. Derenzo Co. completes this project we will continue to make our best faith effort to employ individuals that satisfy the standards set forth by the BRJP.

Should you have any questions, please contact me directly.

Best Regards,



**Julia Narsasian, Esq.**  
Vice President  
Human Resources and Compliance  
**J. Derenzo Co.**

Cc: Michael McCarthy, Executive Vice President – via email  
Ryan Little, Project Manager – via email  
Jesse Berman, Human Resource Manager – via email



# Boston Employment Commission Project Review

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July 21, 2020

## Via Email

Mr. Jason Allard, Project Manager  
Cranshaw Construction  
2310 Washington Street  
Newton Lower Falls, MA 02462

**Re: Boston Residents Jobs Policy Best Efforts  
37 North Beacon Street Apartments**

Dear Jason:

Thank you for taking the time today to discuss the specific actions taken by J. Derenzo Co. (the "Company"), to attempt to achieve the workforce standards at the 37 N. Beacon Street Apartments project, (the "Project"). This letter summarizes that discussion.

As you are aware, as a result of the COVID-19 pandemic, on March 16, 2020 the City of Boston issued temporary guidance which paused non-essential construction in the City of Boston. Consistent with that guidance, Cranshaw Construction instructed J. Derenzo Co. to halt and secure its work and equipment by no later than March 23, 2020. Unfortunately, J. Derenzo Co. had no option but to layoff its workforce working on projects in Boston, including those employees working on those projects who were Boston residents, people of color, and women. J. Derenzo Co. continued to operate with a scaled-down workforce performing work on essential projects outside of the City. Throughout the pandemic, J. Derenzo Co. prioritized employing as many of its existing employees as possible amidst massive, Company-wide layoffs. As the pandemic moratorium on non-essential Boston projects was lifted some nine weeks later, J. Derenzo Co. first sought to utilize existing employees. It was simply not realistic, and quite frankly not fair, for J. Derenzo Co. to terminate existing J. Derenzo Co. only to hire new employees to work on the Project, which was winding down in a few weeks.

In fact, J. Derenzo Co. has operated a small crew of three employees the previous two weeks. And despite the fact that former J. Derenzo Co. employees continue to be on the bench as a result of the economic impact of the pandemic<sup>1</sup>, J. Derenzo Co. General Superintendent Steve Ando used best efforts and personally met with the union business agents for both Local 22 and Local 4 to specifically discuss and improve J. Derenzo Co.'s resident and diversity workforce compliance. As a result of those best efforts, the union was able to facilitate providing a Boston resident, minority laborer who was

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Mr. Jason Allard, Project Manager

July 21, 2020

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promptly hired and placed on-site at the Project for week-ending 7/18/2020. As a result, J. Derenzo Co.'s compliance increased notably over the preceding week.

J. Derenzo Co. is not currently on-site at the Project and does not anticipate a return for approximately six (6) weeks. Upon recommencement of Project work, J. Derenzo Co. will again use best efforts to satisfy the resident and diversity standards and intends to place the newly employed Boston resident, minority laborer back at the Project. J. Derenzo Co. also commits to make additional requests to the unions for individuals that satisfy the standards set forth by the BPDA when project work recommences. Specifically, J. Derenzo Co. will send a monthly formal written request to the respective unions requesting additional Boston resident, minority, and female workers for this Project. I will provide you with copies of those requests.

Finally, you requested that J. Derenzo Co. provide you with a list of all of the construction projects in the City of Boston at which J. Derenzo Co. is currently performing work. J. Derenzo Co. has never received a request for a list of all of its projects in connection with BPDA workforce compliance as such a list is neither relevant nor material to the specific actions that J. Derenzo Co. has taken in this particular instance to establish best efforts. Moreover, we consider such a list confidential business information.

In conclusion, we believe J. Derenzo Co. has exhibited best efforts to satisfy BPDA workforce compliance during this extremely difficult and unprecedented times for construction companies. Should you have any questions, please contact me directly.

Best Regards,

**J. Derenzo Co.**

**Julia Narsasian, Esq.**

Vice President

Human Resources and Compliance

Cc: Michael McCarthy, Executive Vice President – via email  
Andrew W. Daniels, General Counsel – via email  
Ryan Little, Project Manager – via email  
Jesse Berman, Human Resource Manager – via email

# Boston Employment Commission Project Review

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Takara,

It was great speaking with you today. As discussed I am sending over a recap below which summarizes J. Derenzo Co.'s recent efforts to achieve compliance requirements overall and also with specific regard to 37 N. Beacon Street:

First, J. Derenzo Co. is going to use our payroll software to generate a report for each active job which identifies that job's compliance requirements and J. Derenzo's weekly compliance thereunder. The report will be sent weekly to the Superintendent, Project Manager, and me. Together we will review the numbers and effectuate change as practicable.

With regard to 37 N. Beacon Street, Superintendent Steve Ando met with the business agents of Local 4 and Local 22. As a result of those conversations Local 22 provided J. Derenzo Co. with a Boston Resident, minority laborer. This individual was on site last week (our last week active on the Project).

Upon recommencement of work, we will make sure that this individual returns to the crew on-site. We feel that this, coupled with efforts to add additional Boston resident, minority, and female works on-site will positively impact our overall numbers. Further, we will make sure that all conversations and workforce requests are documented and communicated properly.

Please do not hesitate to reach out to me directly with questions or concerns. I look forward to working together in the future.

Best,  
Julia

**Julia R. Narsasian, Esq.**  
Vice President, Human Resources & Compliance  
**J. Derenzo Co.**

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**U Drywall Hires 2 additional Boston Residents and will bring 2 females on site.**

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**Richard Pelletier**

Tue, Aug 11, 12:01 PM ☆ ↶ ⋮

to Craig, me, Amy, Mark, Jason, Real, Kristen, Dan ▾

Takara,

We are union with the carpenters and have contacted Craig Ransom for more Boston Resident, no guys on the bench ☹ ( copied Craig on the email )

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**Craig Ransom** <cransom@nasrcc.org>

Tue, Aug 11, 12:36 PM ☆ ↶ ⋮

to Richard, me, Amy, Mark, Jason, Real, Kristen, Dan ▾

Richard,

We will be sending ██████████ to Beacon street on Monday. He is a Boston resident journeyman carpenter / drywall framer. Also we are going through our eligible list from the apprentice acceptance letters to look for a Boston resident female that is interested in joining this local.

Craig Ransom

I sent you this past week's spreadsheet earlier this morning and there were 2 new hire Boston residents added on last week. Let me know if you need the report sent again. Thanks!

**Amy Rebello**

Office Manager

Universal Drywall, LLC.

320 Rockingham Road, Unit 8

Auburn, NH 03032

603-625-2770

603-645-1216 f

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# Boston Employment Commission Project Review

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**Richard Pelletier**

Aug 27, 2020, 6:21 PM (7 days ago)



to me, Amy, Craig, Mark, Jason, Real, Kristen, Dan ▾

Hi Takara ,

Yes I actually hired 2 female Monday , one of them her Husband works at the project. However we sent them to another project since they were not needed at 37NB . I will try to move people around and try to have them there next week 😊



**boston planning &  
development agency**



**Ricmor adds 1 Minority worker - Ricmor is no longer on site.**

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Greg,

Can you please send over any documentation you have on BFE? So far you are at 0% across the board for minority, female and resident.

**Jason Allard**

Project Manager

617-559-5269

[jallard@cranshaw.com](mailto:jallard@cranshaw.com)



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**CAUTION - EXTERNAL EMAIL: Do not click links or open attachments unless you recognize the sender and know the content is safe.**

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Notice: This message (including any attachments) is confidential and intended only for the use of the intended addressee(s). Any review, disclosure or other use of this transmittal is prohibited except by the intended addressee(s). Please notify the sender immediately by e-mail if you have received this transmittal in error and delete it from your computer system. Nothing in this message is intended to constitute an electronic signature or to otherwise satisfy the requirements for a contract unless an express statement to the contrary is included in this message.

**Greg Morris** <[ricmorinc@hotmail.com](mailto:ricmorinc@hotmail.com)>  
to Jason, me, Tom ▾

Jul 13, 2020, 2:28 PM



We have a minority resident on site now who will remain for the rest of the project. Does that suffice or do you still need paperwork?

**North/South Construction.**



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**Brian Bennett** via northsouthnh.onmicrosoft.com  
to Susan, Jason, Craig, me ▾

Wed, Aug 12, 7:11 AM ☆ ↶ ⋮

Takara ,

The union has been doing a good job at finding me residents and females as per my conversation with Craig he is sending me another female and some residents for the project they will be onsite starting next week not sure if it will be Monday or Wednesday to start but as soon as is have them I will send you an update with names

Thanks Brian

Brian Bennett  
Director Field Operations  
North & South Property Advisors  
North & South Construction Services

**Craig Ransom**  
to Susan, Brian, me, Jason ▾

Wed, Aug 12, 9:05 AM ☆ ↶ ⋮

Brian,

We have a female apprentice available, I will reach out to her to confirm that she is ready to return. I will also contact the other member which is a Boston resident.

Craig

**Takara Hamilton** <takara.hamilton... Thu, Aug 27, 1:01 PM (7 days ago) ☆ ↶ ⋮  
to Brian, Susan, Jason, Craig ▾

Good Afternoon Brian and Craig,

I have noticed the addition of a Boston Resident on 37. N Beacon Street. This is great.

Are you able to put on the additional female that was mentioned? I think Craig said she was an apprentice?

Are there plans to add another Boston Resident?



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**Brian Bennett** via northsouthnh.on... Thu, Aug 27, 2:05 PM (7 days ago) ☆ ↶ ⋮  
to me, Susan, Jason, Craig ▾

I have another female and a resident starting Monday

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**Takara Hamilton** <takara.hamilton@boston.gov>  
to Brian, Craig, Jason, Susan ▾

10:45 AM (5 hours ago) ☆ ↶ ⋮

Hello Brian,

Do you have that information on the female and Boston Resident you hired?

Thanks.



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**Brian Bennett** via northsouthnh.onmicrosoft.com  
to Craig, Susan, me, Jason ▾

2:55 PM (1 hour ago) ☆ ↶ ⋮

Takara ,

The female i [REDACTED] and [REDACTED] to Craig has sent over two more res I will get those names also



**Phoenix Construction Explanation - 3 workers on site, all POC, one resident.**

# Boston Employment Commission Project Review

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**Takara Hamilton** <takara.hamilton@boston.gov>

Jul 23, 2020, 12:45 PM



to Cate, Jason ▾

Hello Cate,

Do you have any documentation of the efforts that you have taken to obtain a female employee?

Possible interviews? Applications that have been filled out? Replies on a Job Board?

I'll need that documentation.



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**Cate Raske** <craske@phoenixcr.net>

Jul 23, 2020, 12:58 PM



to me ▾

Hi Takara,

I am getting the formal paperwork for Kenny Date as a Boston Resident, he needs to sign the form and return it to me. I spoke to my boss about getting a woman to your site and right now we can't do it. As Cranshaw adds Phoenix people to the site we will send our female employee.

Cranshaw normally decides which Phoenix Employees work at which site.

We will do our best.

Cate

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**CE Painting - hired Boston Resident Woman of Color and Boston Resident Person of Color.**

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**Joanne Lunn**

Mon, Aug 17, 2:19 PM (10 days ago) ☆ ↩ ⋮

to Katrina, me, Jason, Chris, JLunn, Adam ▾

Hello All,

I am reaching out to say thank you for the referrals. Today we hired the two individuals detailed in the attached. Both qualify for the BRJP. Enclosed you will find their Boston Resident Verification Form and a copy of their licenses as proof. We will keep you updated if something should change with either of their employment status with our company.

We will let you know if we need additional referrals.

You made that EASY Katrina. We are very grateful.

Going forward, once we start working, I will be sending out a Friday email to all of you with the Excel Spreadsheet and copies of any change verification forms. I am pretty sure that covers it. Please let me know if I left anything out.

Kind regards to all,

**Joanne Lunn**

Business Development Manager



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**Streamline has been working diligently with Katrina Conrad to find new workers.**

# Boston Employment Commission Project Review

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Katrina, as we discussed on the phone earlier, I am looking to hire a full time employee with benefits. I would prefer an experienced Waterproofer / Caulker, but am open to training the right candidate.

Starting pay would be in the area of \$16-18 for an inexperienced trainee. (Experience and training would determine rate offered)  
OSHA 10 training is required for all workers on a construction project. If a candidate has that in place already they would be more favorable than someone who does not.  
Any type of construction experience or training would make them more favorable.  
Any prevailing wage projects would determine the pay rate for those projects only. Non rated jobs would be paid at the offered rate at the time of hire.

Random drug testing is something we rarely do, but it is listed, in our companies employee handbook, as a tool available to Streamline for all employees.

Historically we have done this on a case by case basis if there is an issue that arises that warrants it.  
We reserve the right to have it available both pre-hire and after hire. I don't think this will be an issue with our current projects, but some high risk projects will require it.

New hires would get an initial review after 90 days and yearly after that.

We offer our full time employees the following benefits after 90 days.

- 6 Paid holidays
- 90% company paid medical insurance

We offer our full time employees the following benefits after 1 year.

- 5 days PTO (Vacation/ sick days) 10 days after 5 years. (Massachusetts employees will begin earning PTO from day 1 in line with MA law)
  - PTO resets to the appropriate days, on January 1 of each year
- Simple IRA with a company match up to 3% of pay

Although we cannot guaranty that we can keep these candidates in Boston proper, we would make every effort to limit the range of travel between Boston projects.

A valid driver's license and reliable vehicle would be required.

## **Platinum Fire Protection Explanation.**

# Boston Employment Commission Project Review

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Hey Paula,

Thank you.

We are going to have to discuss the diversity of the crew that platinum is supplying for this project. There are no minorities, females, or Boston residents on site. This is unacceptable. Are there any plans in motion to correct this issue?

...

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**Takara S. Hamilton**

*BRJP Compliance Assistant*

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**Jason Allard**

to me ▾

Mon, Aug 31, 3:12 PM (3 days ago)



Takara,

I looped in one of the executives at Platinum on this and she said she will review with Paula on seeing what they can do going forward.



## Boston Employment Commission Project Review

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**Jason Allard**

2:54 PM (19 minutes ago)



to me ▾

Takara,

Platinum has told me they are still working on resolving the diversity on their crew. They only have 2 people on site each day, which may be contributing to the issue, but I told them that either one has to count towards one of the categories or they need to add a 3<sup>rd</sup> person who does, if applicable.



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**Takara Hamilton**

3:00 PM (13 minutes ago)



to Jason ▾

Ok thank you.



## Boston Employment Commission Project Review

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**Scolaro - has since been down to one worker on-site every week who is a person of color.**

**Jason Allard** <JAllard@cranshaw.com>

Thu, Jul 9, 5:33 PM



to me, Jill ▾

Hi Takara,

I spoke to Scolaro Masonry. Unfortunately, neither of these workers have any masonry experience according to their resumes. Scolaro did have 2 Boston residents on the company payroll. However, they won't come back to work until they exhaust their unemployment benefits. We are seeing this issue with a few trades where some open shop workers are making more not working than working due to the extra \$600/wk benefits. Scolaro currently only has a 4 man crew for precast work remaining, so if they can get those two workers back they can be at 50% going forward. They would be happy to interview any candidates with masonry experience.

I will review the experience for the two you sent and send them along to the open shop subs on the project.

**Jason Allard**

Project Manager

617-559-5269