

125 Amory Street

August 21, 2019

Developer: 125 Amory Street LLC / The Community Builders, Inc.

General Contractor: Bilt-Rite Construction, Inc.

Construction Cost: \$35,511,000

Construction Period: 03/2019-01/2020

Construction Monitor: Pamela Ruffo

Percentage Complete: 50%

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

Project Description:

The project is a substantial rehabilitation of the 6-story, approximately 199-unit existing residential building and related non-residential common space and the construction of an additional 12 units at the property known as the 125 Amory Street building and located at 125 Amory Street in the Jamaica Plain neighborhood in Boston, Massachusetts. The building is formerly owned and operated by Boston Housing Authority, and now under ownership and management of The Community Builders, Inc. (TCB). The building will continue to be 100% affordable rental housing for elderly and disabled individuals.

Boston Employment Commission Project Review

I. Overall Numerical Compliance

Report Run Date: 08/13/19

Includes Work Records from: 03/16/19 – 08/02/19

# Workhours	# Workers	# Contractors	% Residents	% People of Color	% Female
11,486	127	18	52%	68%	8%

II. Numerical Compliance by Major Trades

Report Run Date: 08/13/19

Includes Work Records From: 03/16/19-08/02/19

Trade	# of Work hours	# of Workers	% Resident	% People of Color	% Female
Carpenters	1,802	14	48%	46%	18%
Pipefitters	1,416	8	67%	71%	3%
Laborers	1,356	17	88%	95%	8%
Sheetmetal Wkr	1,315	10	59%	75%	11%
Asbestos Wkrs	1,219	15	23%	100%	5%

III. Numerical Compliance by Major Contractor

Report Run Date: 08/13/19

Includes Work Records From: 03/16/19-08/02/19

Contractor	# of Work Hours	# of Workers	% Resident	% People of Color	% Female
Paragon Global	2,225	23	58%	100%	6%
<i>Paragon Global employs Asbestos Workers & Laborers</i>					
Save-On-Wall	2,033	15	45%	49%	15%
<i>Save-On-Wall employs Carpenters, Laborers & Tapers</i>					
General Air Cond	1,416	8	67%	71%	3%
<i>General Air Conditioning & Heating employs pipefitters.</i>					
Sydney Sheetmetal	1,226	6	62%	74%	12%
<i>Sydney Sheetmetal employs Sheetmetal workers.</i>					
Pan Electric Co	1,083	9	34%	99%	21%
<i>Pan Electric employs Electricians.</i>					

Boston Employment Commission Project Review

BRJP Highlights and Concerns:

- This review is the first appearance of this project at the BEC. This is a small rehab project which was scheduled to take only 10 months to complete. It is currently on target to be completed by January 2020.

Enforcement of 7 Compliance Efforts:

- Pre-construction meeting (failure to attend)- 1 violation: Village Forge a sub tier contractor
 - Weekly payroll submission (late submittals)-not compliant (details below)
 - Corrective Action meeting (failure to attend)-in compliance
 - Boston Employment Commission Meeting (failure to attend)-in compliance
 - Providing communications/confirmations-in compliance
 - Jobs Bank Referral(s)- in compliance
 - Boston Resident Verifications-not compliant (details below)
- Bilt Rite Construction overall payroll submissions are within 6 days now. However the following subcontractors have encountered problems submitting late payrolls:
 - A corrective action meeting was held on May 21, 2019 regarding late payrolls for the following subcontractors: Aspen Air Duct, General Air, Paragon Global & Pan Electric. The mentioned subcontractors immediately corrected their late payroll submissions and are still current with all payroll submissions. Except General Air had a recent late payroll due to the payroll clerk unforeseen medical leave (attached email notification).
 - Sydney Sheet metal submitted 05/29/19 payroll 2 days late. Their explanation is the owner works onsite therefore got behind on submitting payroll (attached email notification).
 - Industry Solutions submitted the following weeks late: 06/29/19 17 days late & 07/06/19 13 days late (attached email notification).
 - Bilt Rite Construction resident verification is in need of great improvement: 47 Boston Residents/12 unverified=74% verified. The BRJP goal is 90% verified.
 - American Green Building: Joseph Diaz
 - Aspen Air Duct: Elon Bonds
 - General Air: Miles Bryson
 - Industry Solutions: Bradley Osborne
 - JC Flooring: Daryll Cahill Brown & Da Long Nguyen
 - Paragon Global: Luis Grullon, Eddie Pineda
 - Save On Wall: John Casey
 - Sydney Sheet metal: Bruce O'Neil, Jonathan Martinez & Michael Williams
 - Carpenter is the 1st largest trade onsite with workforce participation of Resident 48%, POC 46% & Female 18%. They have exceeded the POC goal of 40% & Female goal of 12%.
 - Laborer is the 3rd largest trade onsite with workforce participation of Resident 88%, POC 95% & Female 8%. They have exceeded the Resident goal of 51% & POC goal of 40%.
 - Bilt Rite Construction has submitted 2 Work Requests forms:
 - DJ Plumbing 03/26/19: 0 plumbers available at the Hall.
 - JC Flooring 05/15/19: requested 3 Resident/POC/Females; Local 2168 could only provide 1 Resident/POC worker. (Work Request forms/emails attached).

Boston Employment Commission Project Review

- Pan Electric a non-union minority/female own business is in need to improve their Resident workforce of 34%. They have exceeded the workforce goals for POC 99% & Female 21%.
- The following subcontractors are requested to attend a corrective action meeting on Tuesday 08/20/19:
 - American Green Buildings: Female 0%
 - Aspen Air Duct Cleaning: Resident 15% & Female 0%
 - Ike Electric: Resident 0% & Female 0%
 - Morales General Contractor: Resident 28% & Female 0%
 - NER Construction: Resident 18%, POC 22%

RECOMMENDATIONS: The BRJP Office recommends that Bilt Rite Construction:

- Create a better system of receiving payroll submissions from each subcontractor. As well as better documentation regarding retrieving late payrolls.
- Create a better system on completing Boston Resident verifications on site in a timely manner.
- Continue to be pro-active in communicating with the current subcontractors that workforce goals have to be maintained throughout their scope of work on the project.

ATTACHMENTS:

- PROJECT STATISTICAL REPORT *by contractor*
- PROJECT STATISTICAL REPORT *by trade*
- HISTORY REPORT FOR CONTRACTORS

Paragon Global
Save-On-Wall
General Air Cond
Sydney Sheetmetal
Pan Electric

- Payroll emails/letters from General Air, Paragon Global, Pan Electric & Sydney Sheetmetal
- Work Request Forms & Email from Local #12
- BRJP Compliance Rubric

PROJECT STATISTICAL REPORT

8/13/2019 12:56:18 PM

125 AMORY STREET -- ID: 10325 Award Dept: ND3 Const Cost: \$35,511,000.00 Neigh: JAMAICA PLAIN

PAGE 1

GC: BILT-RITE CONSTRUCTION -- ID: 8337

Date Range: 01/01/2019 - 08/08/2019

Worked on Project

BRJP Report #8

		Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
AMERICAN GREEN BUILDING	12965	06/01/2019 07/13/2019							
19 Painter		311.0	311.0 100.0%	311.0 100.0%	0.0 0.0%	3	3	3	0
Totals:		311.0	311.0 100.0%	311.0 100.0%	0.0 0.0%	3	3	3	0
AMERICAN GREEN BUILDING									
ASPEN AIR DUCT CLEANING	12929	04/20/2019 07/13/2019							
26 Sheetmetal Worker		88.8	13.0 14.6%	88.8 100.0%	0.0 0.0%	4	2	4	0
ASPEN AIR DUCT CLEANING		88.8	13.0 14.6%	88.8 100.0%	0.0 0.0%	4	2	4	0
Totals:		88.8	13.0 14.6%	88.8 100.0%	0.0 0.0%	4	2	4	0
D J PLUMBING & HEATING	9808	04/07/2019 07/14/2019							
23 Plumber		1,005.5	322.0 32.0%	84.0 8.4%	0.0 0.0%	9	1	1	0
D J PLUMBING & HEATING		1,005.5	322.0 32.0%	84.0 8.4%	0.0 0.0%	9	1	1	0
Totals:		1,005.5	322.0 32.0%	84.0 8.4%	0.0 0.0%	9	1	1	0
DYNAMIC INSULATION	8863	05/19/2019 05/26/2019							
29 Insulator		44.0	16.0 36.4%	20.0 45.5%	0.0 0.0%	3	1	1	0
DYNAMIC INSULATION		44.0	16.0 36.4%	20.0 45.5%	0.0 0.0%	3	1	1	0
Totals:		44.0	16.0 36.4%	20.0 45.5%	0.0 0.0%	3	1	1	0
GENERAL AIR COND & HEAT	1362	03/16/2019 07/13/2019							
21 Pipefitter		1,416.0	944.0 66.7%	1,008.0 71.2%	40.0 2.8%	8	4	5	1
GENERAL AIR COND & HEAT		1,416.0	944.0 66.7%	1,008.0 71.2%	40.0 2.8%	8	4	5	1
Totals:		1,416.0	944.0 66.7%	1,008.0 71.2%	40.0 2.8%	8	4	5	1
IKE ELECTRIC, INC.	12227	05/11/2019 07/13/2019							
08 Electrician		90.0	0.0 0.0%	66.0 73.3%	0.0 0.0%	3	0	2	0
15 Laborer		0.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	0	0	0	0
IKE ELECTRIC, INC.		90.0	0.0 0.0%	66.0 73.3%	0.0 0.0%	3	0	2	0
Totals:		90.0	0.0 0.0%	66.0 73.3%	0.0 0.0%	3	0	2	0

PROJECT STATISTICAL REPORT

125 AMORY STREET -- ID: 10325 Award Dept: ND3 Const Cost: \$35,511,000.00 Neigh: JAMAICA PLAIN

8/13/2019 12:56:18 PM
PAGE 2

GC: BILT-RITE CONSTRUCTION -- ID: 8337

Date Range: 01/01/2019 - 08/08/2019

Worked on
Project

BRJP Report #8

INDUSTRY SOLUTIONS	12949	05/11/2019 06/22/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
29	Insulator		268.0	268.0 100.0%	268.0 100.0%	0.0 0.0%	1	1	1	0
15	Laborer		0.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	0	0	0	0
	Totals:		268.0	268.0 100.0%	268.0 100.0%	0.0 0.0%	1	1	1	0
INNER CITY FIRE PROTECTI	11819	04/20/2019 07/13/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
15	Laborer		5.0	5.0 100.0%	5.0 100.0%	5.0 100.0%	1	1	1	1
43	Sprinkler Fiter		168.0	96.0 57.1%	96.0 57.1%	0.0 0.0%	4	1	1	0
	Totals:		173.0	101.0 58.4%	101.0 58.4%	5.0 2.9%	5	2	2	1
J.C. FLOOR COVERING INC.	9545	06/07/2019 08/02/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
38	Floor Layer		280.0	72.0 25.7%	280.0 100.0%	0.0 0.0%	6	1	6	0
72	Marble Refinisher		56.0	51.0 91.1%	48.0 85.7%	0.0 0.0%	3	2	1	0
35	Marble Tile Worker		170.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	4	0	0	0
	Totals:		506.0	123.0 24.3%	328.0 64.8%	0.0 0.0%	13	3	7	0
MCNEIL CLEANERS	12313	05/17/2019 07/05/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
15	Laborer		57.0	57.0 100.0%	57.0 100.0%	0.0 0.0%	2	2	2	0
	Totals:		57.0	57.0 100.0%	57.0 100.0%	0.0 0.0%	2	2	2	0
MORALES GENERAL CONTR	12961	06/07/2019 06/28/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
24	Roofer		114.5	31.5 27.5%	43.0 37.6%	0.0 0.0%	3	1	1	0
	Totals:		114.5	31.5 27.5%	43.0 37.6%	0.0 0.0%	3	1	1	0

PROJECT STATISTICAL REPORT

8/13/2019 12:56:18 PM

125 AMORY STREET -- ID: 10325 Award Dept: ND3 Const Cost: \$35,511,000.00 Neigh: JAMAICA PLAIN

PAGE 3

GC: BILT-RITE CONSTRUCTION -- ID: 8337

Date Range: 01/01/2019 - 08/08/2019

Worked on Project

BRJP Report #8

NER CONS MANAGEMENT IN	2681	06/30/2019	07/07/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
02	Bricklayer			72.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
03	Carpenter			88.0	44.0 50.0%	44.0 50.0%	22.0 25.0%	4	2	2	1
15	Laborer			72.0	0.0 0.0%	8.0 11.1%	0.0 0.0%	2	0	1	0
65	Taper			8.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
	Totals:			240.0	44.0 18.3%	52.0 21.7%	22.0 9.2%	8	2	3	1
PAN ELECTRIC COMPANY IN	9591	03/16/2019	07/13/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
08	Electrician			1,082.5	366.5 33.9%	1,074.5 99.3%	224.0 20.7%	9	2	8	2
	Totals:			1,082.5	366.5 33.9%	1,074.5 99.3%	224.0 20.7%	9	2	8	2
PARAGON GLOBAL PARTNE	12119	03/23/2019	07/06/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
01	Asbestos Worker			1,219.0	285.0 23.4%	1,219.0 100.0%	56.0 4.6%	15	8	15	2
15	Laborer			1,006.0	1,006.0 100.0%	1,006.0 100.0%	77.0 7.7%	8	8	8	1
	Totals:			2,225.0	1,291.0 58.0%	2,225.0 100.0%	133.0 6.0%	23	16	23	3
RISE & SHINE CLEANING & C	9723	07/06/2019	07/13/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
15	Laborer			18.6	18.6 100.0%	18.6 100.0%	18.6 100.0%	1	1	1	1
	Totals:			18.6	18.6 100.0%	18.6 100.0%	18.6 100.0%	1	1	1	1
SAVE-ON-WALL CO, INC.	281	03/30/2019	07/13/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
03	Carpenter			1,713.5	815.5 47.6%	775.5 45.3%	295.5 17.2%	10	4	3	1
15	Laborer			186.0	106.0 57.0%	186.0 100.0%	0.0 0.0%	2	1	2	0
65	Taper			133.0	0.0 0.0%	24.0 18.0%	0.0 0.0%	3	0	1	0
	Totals:			2,032.5	921.5 45.3%	985.5 48.5%	295.5 14.5%	15	5	6	1

PROJECT STATISTICAL REPORT

125 AMORY STREET -- ID: 10325 Award Dept: ND3 Const Cost: \$35,511,000.00 Neigh: JAMAICA PLAIN

8/13/2019 12:56:18 PM
PAGE 4

GC: BILT-RITE CONSTRUCTION -- ID: 8337

Date Range: 01/01/2019 - 08/08/2019

Worked on
Project

BRJP Report #8

SYDNEY SHEETMETAL INC	10160	05/04/2019 07/27/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
26	Sheetmetal Worker		1,226.0	760.0 62.0%	901.0 73.5%	141.0 11.5%	6	3	4	1
	Totals:		1,226.0	760.0 62.0%	901.0 73.5%	141.0 11.5%	6	3	4	1
VILLAGE FORGE INC.	2834	05/11/2019 07/13/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
14	Iron Worker		576.8	420.8 73.0%	217.3 37.7%	0.0 0.0%	10	5	3	0
15	Laborer		11.0	0.0 0.0%	0.0 0.0%	11.0 100.0%	1	0	0	1
	Totals:		587.8	420.8 71.6%	217.3 37.0%	11.0 1.9%	11	5	3	1
	Project Totals:		11,486.1	6,008.8 52.3%	7,848.6 68.3%	890.1 7.7%	127	54	77	12

Date Range: 01/01/2019 - 08/08/2019

BRJP Report #7

	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps	Resident	POC	Female
Asbestos Worker								
Contractor: PARAGON GLOBAL PARTNER	1,219.0	285.0 23.4%	1,219.0 100.0%	56.0 4.6%	15	8	15	2
Trade Totals	1,219.0	285.0 23.4%	1,219.0 100.0%	56.0 4.6%	15	8	15	2

Bricklayer								
Contractor: NER CONS MANAGEMENT IN	72.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
Trade Totals	72.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0

Carpenter								
Contractor: NER CONS MANAGEMENT IN	88.0	44.0 50.0%	44.0 50.0%	22.0 25.0%	4	2	2	1
Contractor: SAVE-ON-WALL CO, INC.	1,713.5	815.5 47.6%	775.5 45.3%	295.5 17.2%	10	4	3	1
Trade Totals	1,801.5	859.5 47.7%	819.5 45.5%	317.5 17.6%	14	6	5	2

Electrician								
Contractor: IKE ELECTRIC, INC.	90.0	0.0 0.0%	66.0 73.3%	0.0 0.0%	3	0	2	0
Contractor: PAN ELECTRIC COMPANY IN	1,082.5	366.5 33.9%	1,074.5 99.3%	224.0 20.7%	9	2	8	2
Trade Totals	1,172.5	366.5 31.3%	1,140.5 97.3%	224.0 19.1%	12	2	10	2

Floor Layer								
Contractor: J.C. FLOOR COVERING INC.	280.0	72.0 25.7%	280.0 100.0%	0.0 0.0%	6	1	6	0
Trade Totals	280.0	72.0 25.7%	280.0 100.0%	0.0 0.0%	6	1	6	0

Insulator								
Contractor: DYNAMIC INSULATION	44.0	16.0 36.4%	20.0 45.5%	0.0 0.0%	3	1	1	0
Contractor: INDUSTRY SOLUTIONS	268.0	268.0 100.0%	268.0 100.0%	0.0 0.0%	1	1	1	0
Trade Totals	312.0	284.0 91.0%	288.0 92.3%	0.0 0.0%	4	2	2	0

Date Range: 01/01/2019 - 08/08/2019

Iron Worker

	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Empls	Resident	POC	Female
Contractor: VILLAGE FORGE INC.	576.8	420.8 73.0%	217.3 37.7%	0.0 0.0%	10	5	3	0
Trade Totals	576.8	420.8 73.0%	217.3 37.7%	0.0 0.0%	10	5	3	0

Laborer

Contractor: IKE ELECTRIC, INC.	0.0	0.0 #N/A	0.0 #N/A	0.0 #N/A	0	0	0	0
Contractor: INDUSTRY SOLUTIONS	0.0	0.0 #N/A	0.0 #N/A	0.0 #N/A	0	0	0	0
Contractor: INNER CITY FIRE PROTECTIO	5.0	5.0 100.0%	5.0 100.0%	5.0 100.0%	1	1	1	1
Contractor: MCNEIL CLEANERS	57.0	57.0 100.0%	57.0 100.0%	0.0 0.0%	2	2	2	0
Contractor: NER CONS MANAGEMENT IN	72.0	0.0 0.0%	8.0 11.1%	0.0 0.0%	2	0	1	0
Contractor: PARAGON GLOBAL PARTNER	1,006.0	1,006.0 100.0%	1,006.0 100.0%	77.0 7.7%	8	8	8	1
Contractor: RISE & SHINE CLEANING & C	18.6	18.6 100.0%	18.6 100.0%	18.6 100.0%	1	1	1	1
Contractor: SAVE-ON-WALL CO, INC.	186.0	106.0 57.0%	186.0 100.0%	0.0 0.0%	2	1	2	0
Contractor: VILLAGE FORGE INC.	11.0	0.0 0.0%	0.0 0.0%	11.0 100.0%	1	0	0	1
Trade Totals	1,355.6	1,192.6 88.0%	1,280.6 94.5%	111.6 8.2%	17	13	15	4

Marble Refinisher

Contractor: J.C. FLOOR COVERING INC.	56.0	51.0 91.1%	48.0 85.7%	0.0 0.0%	3	2	1	0
Trade Totals	56.0	51.0 91.1%	48.0 85.7%	0.0 0.0%	3	2	1	0

Marble Tile Worker

Contractor: J.C. FLOOR COVERING INC.	170.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	4	0	0	0
Trade Totals	170.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	4	0	0	0

Date Range: 01/01/2019 - 08/08/2019

BRJP Report #7

	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Empls	Resident	POC	Female
Painter								
Contractor: AMERICAN GREEN BUILDING	311.0	311.0 100.0%	311.0 100.0%	0.0 0.0%	3	3	3	0
Trade Totals	311.0	311.0 100.0%	311.0 100.0%	0.0 0.0%	3	3	3	0

Pipefitter								
Contractor: GENERAL AIR COND & HEAT	1,416.0	944.0 66.7%	1,008.0 71.2%	40.0 2.8%	8	4	5	1
Trade Totals	1,416.0	944.0 66.7%	1,008.0 71.2%	40.0 2.8%	8	4	5	1

Plumber								
Contractor: D J PLUMBING & HEATING	1,005.5	322.0 32.0%	84.0 8.4%	0.0 0.0%	9	1	1	0
Trade Totals	1,005.5	322.0 32.0%	84.0 8.4%	0.0 0.0%	9	1	1	0

Roofer								
Contractor: MORALES GENERAL CONTRA	114.5	31.5 27.5%	43.0 37.6%	0.0 0.0%	3	1	1	0
Trade Totals	114.5	31.5 27.5%	43.0 37.6%	0.0 0.0%	3	1	1	0

Sheetmetal Worker								
Contractor: ASPEN AIR DUCT CLEANING	88.8	13.0 14.6%	88.8 100.0%	0.0 0.0%	4	2	4	0
Contractor: SYDNEY SHEETMETAL INC	1,226.0	760.0 62.0%	901.0 73.5%	141.0 11.5%	6	3	4	1
Trade Totals	1,314.8	773.0 58.8%	989.8 75.3%	141.0 10.7%	10	5	8	1

Sprinkler Fitter								
Contractor: INNER CITY FIRE PROTECTIO	168.0	96.0 57.1%	96.0 57.1%	0.0 0.0%	4	1	1	0
Trade Totals	168.0	96.0 57.1%	96.0 57.1%	0.0 0.0%	4	1	1	0

Date Range: 01/01/2019 - 08/08/2019

BRJP Report #7

	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps	Resident	POC	Female
Taper								
Contractor: NER CONS MANAGEMENT IN	8.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
Contractor: SAVE-ON-WALL CO, INC.	133.0	0.0 0.0%	24.0 18.0%	0.0 0.0%	3	0	1	0
Trade Totals	141.0	0.0 0.0%	24.0 17.0%	0.0 0.0%	4	0	1	0
PROJECT TOTALS	11,486.1	6,008.8 52.3%	7,848.6 68.3%	890.1 7.7%	127	54	77	12

CONTRACTOR STATISTICAL REPORT

Date Range: 01/01/2016 - 08/08/2019

8/8/2019 12:23:14 PM

Contractor: **PARAGON GLOBAL PARTNERS, INC.**

PAGE 1

Cont ID: 12119

Worked on Project

BRJP Report #5

PROJECTS

PROJECTS	03/23/2019 07/06/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
125 AMORY STREET 1E+0									
Asbestos Worker		1,219.0	285.0 23.4%	1,219.0 100.0%	56.0 4.6%	15	8	15	2
Laborer		1,006.0	1,006.0 100.0%	1,006.0 100.0%	77.0 7.7%	8	8	8	1
125 AMORY STREET		Totals:	1,291.0 58.0%	2,225.0 100.0%	133.0 6.0%	23	16	23	3
Contractor Totals		Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
PARAGON GLOBAL PARTNERS, IN		Totals:	1,291.0 58.0%	2,225.0 100.0%	133.0 6.0%	23	16	23	3

CONTRACTOR STATISTICAL REPORT

Date Range: 01/01/2016 - 08/08/2019

Contractor: SAVE-ON-WALL CO, INC.

8/8/2019 12:27:36 PM
PAGE 1

Cont ID: 281

PROJECTS

Worked on Project

BRJP Report #5

PROJECTS	Start Date	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
125 AMORY STREET 1E+0	03/30/2019 07/13/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Carpenter		1,713.5	815.5 47.6%	775.5 45.3%	295.5 17.2%	10	4	3	1
Laborer		186.0	106.0 57.0%	186.0 100.0%	0.0 0.0%	2	1	2	0
Taper		133.0	0.0 0.0%	24.0 18.0%	0.0 0.0%	3	0	1	0
Totals:		2,032.5	921.5 45.3%	985.5 48.5%	295.5 14.5%	15	5	6	1
7041-B BPD GUN RANGE MODULAR 1E+0	09/30/2017 12/09/2017	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Carpenter		354.0	0.0 0.0%	24.0 6.8%	16.0 4.5%	8	0	1	1
Totals:		354.0	0.0 0.0%	24.0 6.8%	16.0 4.5%	8	0	1	1
7041-B BPD GUN RANGE MODULAR 1E+0	08/04/2018 07/13/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Carpenter		8,246.0	2,456.0 29.8%	2,999.0 36.4%	739.0 9.0%	28	7	9	1
Laborer		0.0	0.0 #Num!	0.0 #Num!	0.0 #Num!	0	0	0	0
Taper		1,766.0	0.0 0.0%	456.0 25.8%	0.0 0.0%	6	0	2	0
Totals:		10,012.0	2,456.0 24.5%	3,455.0 34.5%	739.0 7.4%	34	7	11	1
OXFORD PING ON 9610	11/14/2015 05/21/2016	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Painter		1,416.5	538.5 38.0%	238.0 16.8%	496.5 35.1%	5	2	2	2
Totals:		1,416.5	538.5 38.0%	238.0 16.8%	496.5 35.1%	5	2	2	2

CONTRACTOR STATISTICAL REPORT

Date Range: 01/01/2016 - 08/08/2019

8/8/2019 12:27:36 PM

Contractor: **SAVE-ON-WALL CO, INC.**

PAGE 2

Cont ID: 281

PROJECTS

Worked on Project

BRJP Report #5

PROJECTS	Worked on Project	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
SOUTH BAY DEVELOPMENT PHASE I	02/18/2017								
9968	12/09/2017	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Carpenter		30,912.5	8,160.0 26.4%	8,478.5 27.4%	2,239.5 7.2%	66	11	14	3
Laborer		3,594.0	501.0 13.9%	1,229.0 34.2%	0.0 0.0%	12	4	5	0
Taper		4,556.5	132.0 2.9%	2,126.5 46.7%	823.0 18.1%	13	1	4	1
TOTALS:		39,063.0	8,793.0 22.5%	1,834.0 30.3%	3,062.5 7.8%	91	16	23	4
WATERMARK SEAPORT	01/31/2015								
9536	03/19/2016	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Carpenter		296.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	4	0	0	0
Laborer		288.0	0.0 0.0%	0.0 0.0%	288.0 100.0%	1	0	0	1
Painter		3,518.0	810.0 23.0%	766.0 21.8%	601.0 17.1%	20	4	3	4
Taper		368.0	0.0 0.0%	148.0 40.2%	148.0 40.2%	4	0	1	1
TOTALS:		4,470.0	810.0 18.1%	914.0 20.4%	1,037.0 23.2%	29	4	4	6
WHITTIER STREET APARTMENTS PHA	03/02/2019								
1E+0	07/06/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Carpenter		1,922.5	596.0 31.0%	596.0 31.0%	0.0 0.0%	15	3	3	0
Laborer		313.0	269.0 85.9%	313.0 100.0%	0.0 0.0%	3	2	3	0
Taper		164.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
TOTALS:		2,399.5	865.0 36.0%	909.0 37.9%	0.0 0.0%	19	5	6	0
Contractor Totals		Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
SAVE-ON-WALL CO, INC.		59,747.5	14,384.0 24.1%	18,359.5 30.7%	5,646.5 9.5%	201	39	53	15

CONTRACTOR STATISTICAL REPORT

Date Range: 01/01/2016 - 08/08/2019

8/8/2019 12:26:10 PM
PAGE 1

Contractor: **GENERAL AIR COND & HEAT**

Cont ID: 1362

PROJECTS

Worked on Project

BRJP Report #5

125 AMORY STREET	03/16/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
1E+0	06/22/2019	1,192.0	832.0 69.8%	832.0 69.8%	0.0 0.0%	6	3	3	0
Pipefitter									
125 AMORY STREET	Totals:	1,192.0	832.0 69.8%	832.0 69.8%	0.0 0.0%	6	3	3	0
7050 HVAC UPGRADE FINLAND & WOC	07/25/2015	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
9785	06/18/2016	687.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
Insulator									
Pipefitter		2,905.0	1,096.0 37.7%	1,096.0 37.7%	48.0 1.7%	14	7	7	1
7050 HVAC UPGRADE FINLAND & WOC	Totals:	3,592.0	1,096.0 30.5%	1,096.0 30.5%	48.0 1.3%	15	7	7	1
7120 WOODS MULLEN SHELTER RENO	04/14/2018	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
1E+0	06/02/2018	24.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
Pipefitter									
7120 WOODS MULLEN SHELTER RENO	Totals:	24.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
D STREET HOTELS	10/11/2014	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
9631	01/02/2016	32.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
Pipefitter									
D STREET HOTELS	Totals:	32.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
HARMON APARTMENTS	06/02/2018	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
1E+0	03/02/2019	459.0	459.0 100.0%	459.0 100.0%	0.0 0.0%	1	1	1	0
Electrician									
Piledriver		22.0	0.0 0.0%	0.0 0.0%	0.0 0.0%	1	0	0	0
Pipefitter		1,371.0	1,077.0 78.6%	1,077.0 78.6%	0.0 0.0%	3	2	2	0
HARMON APARTMENTS	Totals:	1,852.0	1,536.0 82.9%	1,536.0 82.9%	0.0 0.0%	5	3	3	0

CONTRACTOR STATISTICAL REPORT

Date Range: 01/01/2016 - 08/08/2019

8/8/2019 12:26:10 PM

Contractor: **GENERAL AIR COND & HEAT**

PAGE 2

Cont ID: 1362

Worked on Project

BRJP Report #5

PROJECTS

HARRISON TOWER	06/06/2015	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
9712	03/05/2016								
Electrician		24.0	24.0 100.0%	24.0 100.0%	0.0 0.0%	1	1	1	0
Pipefitter		693.0	625.0 90.2%	625.0 90.2%	0.0 0.0%	4	3	3	0
HARRISON TOWER	Totals:	717.0	649.0 90.5%	649.0 90.5%	0.0 0.0%	5	4	4	0
HYATT CENTRIC HOTEL	01/27/2018	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
1E+0	01/05/2019								
Pipefitter		7,276.0	3,218.0 44.2%	3,218.0 44.2%	548.0 7.5%	11	4	4	1
HYATT CENTRIC HOTEL	Totals:	7,276.0	3,218.0 44.2%	3,218.0 44.2%	548.0 7.5%	11	4	4	1
MADISON PARK MELNEA CASS APART	09/15/2018	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
1E+0	06/01/2019								
Electrician		48.0	48.0 100.0%	48.0 100.0%	0.0 0.0%	1	1	1	0
Pipefitter		8,634.5	1,332.5 15.4%	1,332.5 15.4%	0.0 0.0%	16	3	3	0
MADISON PARK MELNEA CASS APART	Totals:	8,682.5	1,380.5 15.9%	1,380.5 15.9%	0.0 0.0%	17	4	4	0
WHITTIER STREET APARTMENTS PHA	04/06/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
1E+0	05/18/2019								
Pipefitter		470.0	118.0 25.1%	118.0 25.1%	0.0 0.0%	8	3	3	0
WHITTIER STREET APARTMENTS PHA	Totals:	470.0	118.0 25.1%	118.0 25.1%	0.0 0.0%	8	3	3	0
Contractor Totals		Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
GENERAL AIR COND & HEAT	Totals:	23,837.5	8,829.5 37.0%	8,829.5 37.0%	596.0 2.5%	69	28	28	2

CONTRACTOR STATISTICAL REPORT

Date Range: 01/01/2015 - 08/13/2019

8/13/2019 1:54:52 PM

Contractor: **SYDNEY SHEETMETAL INC**

PAGE 1

Cont ID: 10160

Worked on Project

BRJP Report #5

PROJECTS

125 AMORY STREET 1E+0	05/04/2019 07/27/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Sheetmetal Worker		1,226.0	760.0 62.0%	901.0 73.5%	141.0 11.5%	6	3	4	1
Totals:		1,226.0	760.0 62.0%	901.0 73.5%	141.0 11.5%	6	3	4	1
HARMON APARTMENTS 1E+0	05/05/2018 01/19/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Sheetmetal Worker		2,518.0	1,587.5 63.0%	1,831.5 72.7%	172.0 6.8%	10	3	6	2
Totals:		2,518.0	1,587.5 63.0%	1,831.5 72.7%	172.0 6.8%	10	3	6	2
HARMON APARTMENTS 1E+0	09/08/2018 03/09/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Sheetmetal Worker		6,037.5	2,711.5 44.9%	3,015.0 49.9%	647.5 10.7%	18	6	8	1
Totals:		6,037.5	2,711.5 44.9%	3,015.0 49.9%	647.5 10.7%	18	6	8	1
MADISON PARK MELNEA CASS APART 9542	09/06/2014 01/31/2015	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
Sheetmetal Worker		408.0	264.0 64.7%	408.0 100.0%	0.0 0.0%	3	2	3	0
Totals:		408.0	264.0 64.7%	408.0 100.0%	0.0 0.0%	3	2	3	0
ROXBURY CROSSING		Totals:							
Sheetmetal Worker		408.0	264.0 64.7%	408.0 100.0%	0.0 0.0%	3	2	3	0
Contractor Totals		Totals:							
SYDNEY SHEETMETAL INC		Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
		10,189.5	5,323.0 52.2%	6,155.5 60.4%	960.5 9.4%	37	14	21	4

CONTRACTOR STATISTICAL REPORT

Date Range: 01/01/2016 - 08/07/2019

8/7/2019 2:05:29 PM

Contractor: **PAN ELECTRIC COMPANY INC.**

PAGE 1

Cont ID: 9591

Worked on Project

BRJP Report #5

PROJECTS

125 AMORY STREET	03/16/2019	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
1E+0	07/06/2019	1,011.5	335.5 33.2%	1,003.5 99.2%	208.0 20.6%	9	2	8	2
Electrician		1,011.5	335.5 33.2%	1,003.5 99.2%	208.0 20.6%	9	2	8	2
Totals:		1,011.5	335.5 33.2%	1,003.5 99.2%	208.0 20.6%	9	2	8	2
BARTLETT B.	08/12/2017	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
1E+0	12/22/2018	6,607.8	3,011.8 45.6%	6,607.8 100.0%	708.0 10.7%	13	3	13	3
Electrician		6,607.8	3,011.8 45.6%	6,607.8 100.0%	708.0 10.7%	13	3	13	3
Totals:		6,607.8	3,011.8 45.6%	6,607.8 100.0%	708.0 10.7%	13	3	13	3
DARLINGTON STREET	06/11/2016	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
9842	01/14/2017	2,538.0	1,716.0 67.6%	2,538.0 100.0%	261.0 10.3%	6	2	6	1
Electrician		2,538.0	1,716.0 67.6%	2,538.0 100.0%	261.0 10.3%	6	2	6	1
Totals:		2,538.0	1,716.0 67.6%	2,538.0 100.0%	261.0 10.3%	6	2	6	1
DARLINGTON STREET	04/01/2017	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
1E+0	10/06/2018	2,608.5	1,058.0 40.6%	2,572.5 98.6%	332.0 12.7%	11	3	9	1
Electrician		2,608.5	1,058.0 40.6%	2,572.5 98.6%	332.0 12.7%	11	3	9	1
Totals:		2,608.5	1,058.0 40.6%	2,572.5 98.6%	332.0 12.7%	11	3	9	1
QUINCY TOWER APARTMENTS	04/21/2018	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
1E+0	08/18/2018	1,401.5	748.5 53.4%	1,401.5 100.0%	102.0 7.3%	11	3	11	2
Electrician		1,401.5	748.5 53.4%	1,401.5 100.0%	102.0 7.3%	11	3	11	2
Totals:		1,401.5	748.5 53.4%	1,401.5 100.0%	102.0 7.3%	11	3	11	2
RESIDENCES AT FAIRMONT STATION	04/21/2018	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
1E+0	08/18/2018	1,401.5	748.5 53.4%	1,401.5 100.0%	102.0 7.3%	11	3	11	2
Electrician		1,401.5	748.5 53.4%	1,401.5 100.0%	102.0 7.3%	11	3	11	2
Totals:		1,401.5	748.5 53.4%	1,401.5 100.0%	102.0 7.3%	11	3	11	2
RESIDENCES AT FAIRMONT STATION	04/21/2018	Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
1E+0	08/18/2018	1,401.5	748.5 53.4%	1,401.5 100.0%	102.0 7.3%	11	3	11	2
Electrician		1,401.5	748.5 53.4%	1,401.5 100.0%	102.0 7.3%	11	3	11	2
Totals:		1,401.5	748.5 53.4%	1,401.5 100.0%	102.0 7.3%	11	3	11	2
Contractor Totals		Total Hours	Resident Hrs / %	POC Hrs / %	Female Hrs / %	Emps.	Res.	POC	Fem.
PAN ELECTRIC COMPANY INC.		14,167.3	6,869.8 48.5%	14,123.3 99.7%	1,611.0 11.4%	50	13	47	9



General Air Cond.

Pamela Ruffo <pamela.ruffo@boston.gov>

FW: AMORY STREET PROJECT

Krissy Magown <kmagown@biltriteconstruction.com>
To: Pamela Ruffo <pamela.ruffo@boston.gov>

Mon, Jul 22, 2019 at 11:48 AM

Carol has been on unexpected medical leave.

From: Pamela Ruffo [mailto:pamela.ruffo@boston.gov]
Sent: Monday, July 22, 2019 11:47 AM
To: Krissy Magown
Cc: Nicole St.Paul; Barboza, Toni
Subject: Re: FW: AMORY STREET PROJECT

Krissy,

What is the reason they submitted 3 weeks of payroll at one time? Weekending 06/29/19 was due with the Holiday 07/04 on 7/10/19= 12 days late x 300.00 per day= \$3600.00 sanction. & Week ending 07/06/19 was due 07/16/19= 6 days late x \$300.00 per day= \$1800.00.

As you know the project is going before the BEC next month, so this is going to be a concern the BEC. Please have them provide an explanation.

Thank you,

Pamela Ruffo
BRJP Construction Monitor, Equity and Inclusion Unit
Mayor's Office of Economic Development
617-635-0932(w)

[Quoted text hidden]



Industry Solutions

Pamela Ruffo <pamela.ruffo@boston.gov>

C12949

Pamela Ruffo <pamela.ruffo@boston.gov>

Wed, Aug 7, 2019 at 11:16 AM

To: Krissy Magown <kmagown@biltriteconstruction.com>, Pamela Ruffo <pamela.ruffo@boston.gov>

Krissy,

What is the reason for Industry Solutions 06/29/19 & 07/06/19 late payrolls? I understand you have been on vacation since 07/22/19, but these should of been collected before then.

W/E 06/29/19 was due 07/10/19 (given an extra day due to 07/04 holiday): 17 days late=\$5100.00

W/E 07/06/19 was due 07/16/19: 13 days late x 300.00 per day=\$3900.00

Thanks



Pamela Ruffo





BRJP Construction Monitor, Equity and Inclusion Unit

Mayor's Office of Economic Development

617-635-0932(w)

[Quoted text hidden]

4 attachments

-  **P10325C12949D072019.xls**
83K
-  **P10325C12949D071319.xls**
84K
-  **P10325C12949D070619.xls**
83K
-  **P10325C12949D062919.xls**
78K

*Industry Solutions*

Pamela Ruffo <pamela.ruffo@boston.gov>

C12949

Krissy Magown <kmagown@biltriteconstruction.com>
To: Pamela Ruffo <pamela.ruffo@boston.gov>

Wed, Aug 7, 2019 at 12:53 PM

Pam,

Please see response from Industry Solutions.

From: Kyle Martin [mailto:kyle@industrysolutionllc.com]
Sent: Wednesday, August 7, 2019 12:33 PM
To: Krissy Magown
Subject: RE: C12949

Krissy,

I received your email regarding late payroll fees to the extent of \$9000.00

Please understand these penalties are overly burdensome and absurd, they will literally drive small business like myself out of business.

We are a very small minority owed business and to stay afloat I have to wear several hats in order to do so. I do all the estimating, most of the administrative and some field work as well.

I do understand the requirements of the project with regards to sending in payroll on a weekly basis. I will plan to be more diligent in my efforts to do so, but it does become overwhelming

At times when you have multiple projects requiring the same information.

By no means are we saying we cannot do it, in fact I plan to reaffirm my schedule to carve out several hours of the day on Fridays to make sure these get completed.

However, I am sure you can understand how priorities can shift if you have a bid deadline on a Friday or need field work complete because we are holding up sheet rockers on a Friday.

Kyle

From: Krissy Magown <kmagown@biltriteconstruction.com>
Sent: Wednesday, August 7, 2019 11:19 AM
To: Kyle Martin <kyle@industrysolutionllc.com>
Subject: FW: C12949

Hi Kyle,

It is imperative that you submit payrolls on time. Late fees have now accrued.

B

Sydney Sheetmetal

Pamela Ruffo <pamela.ruffo@boston.gov>

FW: 125 Amory St Pay Roll

Krissy Magown <kmagown@bilriteconstruction.com>
To: Pamela Ruffo <pamela.ruffo@boston.gov>

Wed, Jun 12, 2019 at 8:33 AM

No, he is the owner and on site himself.

From: Pamela Ruffo [mailto:pamela.ruffo@boston.gov]
Sent: Wednesday, June 12, 2019 8:33 AM
To: Krissy Magown
Subject: Re: FW: 125 Amory St Pay Roll

Krissy,

Is there any explanation of why Sydney Sheetmetal 05/25/19 payroll came in 2 days late?

Thanks

Pamela Ruffo
BRJP Construction Monitor, Equity and Inclusion Unit
Mayor's Office of Economic Development
617-635-0932(w)

[Quoted text hidden]



May 30, 2019

Pamela Ruffo
BRJP Construction Monitor, Equity and Inclusion Unit
Mayor's Office of Economic Development
26 Court Street 7th Floor
Boston, MA 02108

Dear Ms. Ruffo:

This letter is a follow up to the corrective action meeting on 5/21/2019 in regard to the late submittal of 125 Amory Street payrolls. I just want to reiterate that Paragon Global Partners, Inc. is a 100% MBE certified business and I Roger Matthews am the sole person responsible for all administrative functions of the business and will do my best to provide weekly payroll reports by their due dates.

Also, I just want to express what a burden it is on my business to have to pay late submission penalties especially when I employ all minority employees and half are Boston residents and 2 being female.

Please feel free to reach out to me if you have any additional questions or need additional information, I can be reached at 857 334 6000.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Matthews", written in a cursive style.

Roger H. Matthews, III
President

PAN ELECTRIC COMPANY INC.
83 RAYCROFT STREET, QUINCY, MA 02169-8717
TEL: 617.773.9669 PANCOMPANY@HOTMAIL.COM FAX: 617.479.4260

May 24, 2019

Attn.: Ms. Magown
Bilt-Rite Construction
21 Batchelder Street
Roxbury, MA 02119

Re: 125 Amory Street Certify Payroll

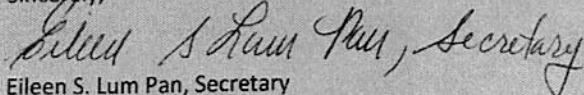
Dear Ms. Magown:

Kindly be advised that the Pan Electric's understands and acknowledge the tardiness of the payroll and accepts full responsibility for its' action.

As I explained in the meeting with Ms. Russo, there were a combination of reasons why the certified payroll was not forwarded on time. First, Pan Electric had some computer issues that required a computer consultant to come to the office to get it up and running. This took time and prevented me from using the excel to submit the payroll with the formulas. Also, Prime Pay, the payroll company for Pan Electric, has also not been notified that their customer service representative who handles our payroll left and her email was not attended to and transferred to a new service representative to handle the payroll. Pan Electric is a small business, and as a small business, the share holders also works in the field and as a result did not follow through on the payroll as it should have been.

Thank you for your attention and assistance.

Sincerely,


Eileen S. Lum Pan, Secretary

cc: Nick Damaskos

Eileen



**OFFICE OF BOSTON RESIDENTS JOBS POLICY
WORK FORCE REQUEST DOCUMENTATION**

PROJECT: Amary

Please email this form to the BRJP Monitor when requests for new employees are made.

FROM: <u>David Johanson DJ Plg</u>			
DATE REQUESTED: <u>3/26/19</u>	DATE REQUIRED: <u>ASAP</u>		
LOCAL #: <u>12</u>			
REQUEST MADE TO: <u>Rick Carter Apprentice Coord.</u>			
NAME:			
I. REQUEST (S) MADE TO UNION:			
TRADE: <u>Plumbing</u>			
TOTAL	RESIDENT	MINORITY	FEMALE
<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>
TRADE:			
TOTAL	RESIDENT	MINORITY	FEMALE
REQUEST MADE BY: <u>David Johanson DJ Plg</u>			
NAME:			
II. ACTUAL EMPLOYEE (S) SENT BY UNION:			
TRADE:			
TOTAL	RESIDENT	MINORITY	FEMALE
<u>0</u>			
TRADE:			
TOTAL	RESIDENT	MINORITY	FEMALE
COMMENTS: <u>I am looking for a female apprentice</u>			

When requesting workers, this form should be used for all telephone calls made to your local union representative or contractor's association. Please have your union or contractor's association follow-up in writing with your request. Email a copy of this form and the letter to the general contractor and the BRJP Monitor, within 7 working days. Workforce request documentation Forms without a follow-up letter will not be considered as a "Best Faith Effort".



Pamela Ruffo <pamela.ruffo@boston.gov>

FW: New Hire

Krissy Magown <kmagown@bilriteconstruction.com>
To: Pamela Ruffo <pamela.ruffo@boston.gov>

Wed, Apr 3, 2019 at 10:38 AM

From: David Johanson [mailto:dfj@djph.com]
Sent: Wednesday, April 3, 2019 9:50 AM
To: 'Barry Keady'
Cc: Krissy Magown; 'Rick Carter'; 'Travis Watson'
Subject: RE: New Hire

Please see attached, Thank you

From: Barry Keady [mailto:bkeady@local12boston.org]
Sent: Wednesday, April 3, 2019 8:42 AM
To: Dave Johanson <dfj@djph.com>
Cc: Krissy Magown <kmagown@bilriteconstruction.com>; Rick Carter <rick@local12training.org>; Travis Watson <watson@mhic.com>
Subject: Re: New Hire

Dave

I appreciate you reaching out again to try to meet the goals of the boston plan, I know you have had a female, minority and a boston resident quit to move onto job with large amounts of overtime. At this moment we do not have anyone available to meet help you meet the goals, but that changes daily. Local 12 will commit to take any licensed journey worker plumber, that can pass our drug test, and that would help you meet the requirements of the boston plan in to local 12. We also just completed our apprentice interviews for our new class and they would be available to start around June 1 2019. there may be opportunity for you to pick up an apprentice who would help you meet the goals. I copied rick carter our train director on this email, i would reach out to him directly.

Thank you,

Barry Keady
Business Agent
Plumbers Local 12
1240 Massachusetts Ave.
Boston Mass 02125
617.750.7882
bkeady@local12boston.org

On Mar 28, 2019, at 2:41 PM, David Johanson <dfj@djph.com> wrote:

DJ Plumbing

PO Box 371



OFFICE OF BOSTON RESIDENTS JOBS POLICY WORKFORCE REQUEST DOCUMENTATION FORM

PROJECT: 125 Amory Street #10325

Please email this form to the BRJP Monitor when requests for new employees are made.

FROM: <u>JAMES Colombo - JC Flooring</u>			
DATE REQUESTED: <u>5-15-19</u>		DATE REQUIRED: <u>5-20-19</u>	
LOCAL #: <u>2168</u>			
REQUEST MADE TO: <u>MYNOR PEREZ</u>			
NAME:			
I. REQUEST (S) MADE TO UNION:			
TRADE:			
TOTAL	RESIDENT	POC	FEMALE
<u>3</u>	<u>1</u>	<u>1</u>	<u>1</u>
TRADE:			
TOTAL	RESIDENT	POC	FEMALE
REQUEST MADE BY:			
NAME:			
II. ACTUAL EMPLOYEE (S) SENT BY UNION:			
TRADE: <u>FLOOR COVERING</u>			
TOTAL	RESIDENT	POC	FEMALE
<u>1</u>	<u>1</u>	<u>1</u>	
TRADE:			
TOTAL	RESIDENT	POC	FEMALE
COMMENTS:			

When requesting workers, this form should be used to document telephone calls made to your local union representative or contractor's association. Please have your union or contractor's association follow-up in writing in regards to the result(s) of your request. Email a copy of this form along with the letter from union to the general contractor and the BRJP Monitor within 7 business days.

BRJP Compliance Determination Rubric

Compliance Effort	Procedures	Documentation	Action Steps	One - Time Fine
<input type="checkbox"/> Pre-Construction Meetings	Pre-construction meetings are to be held with all subcontractors at least 2 weeks before contractor starts – including 2 nd and 3 rd tier contractors. BA's and/or community referral agencies invited. GC identify designated compliance officer	<input type="checkbox"/> Pre-construction package <input type="checkbox"/> Start/end date <input type="checkbox"/> Number of workers <input type="checkbox"/> Trades employed <input type="checkbox"/> Union/Non-union <input type="checkbox"/> List of union contacts <input type="checkbox"/> Make up of crews <input type="checkbox"/> BR/POC/Fem <input type="checkbox"/> Construction schedule/list of contractors	Subcontractors attend meeting prepared to discuss make-up of crews in accordance with BRJP goals and makes necessary outreach to ensure compliance first day on job-site. Review history of potential subcontractors	GC will be fined \$300 for each subcontractor that fails to attend and/or starts work without attending a meeting - compliance monitor will reschedule meeting ASAP
<input type="checkbox"/> Corrective Action Meeting Attendance	Subcontractors must attend corrective action meeting upon request by City monitor. BA's/community referral agencies invited.	<input type="checkbox"/> Current stats <input type="checkbox"/> Contractor BRJP History <input type="checkbox"/> Scope of work remaining <input type="checkbox"/> Documentation of efforts made	Dev/GC ensures that said contractor is taking proper steps to achieve compliance before corrective action meeting – contractors arrives at meeting efforts to comply thus far and a compliance plan moving forward	GC will be fined \$300 for each contractor that does not attend - compliance monitor will reschedule meeting ASAP
<input type="checkbox"/> Boston Employment Commission Meeting Attendance	Developer/GC and subcontractors must attend BEC meeting upon request by BRJP Office	<input type="checkbox"/> Monitor prepares report current percentages – top 5 trades and contractors <input type="checkbox"/> Construction schedule <input type="checkbox"/> List of subcontractors <input type="checkbox"/> Issues highlights <input type="checkbox"/> Documented efforts <input type="checkbox"/> Recommendations	Developer/GC arrives at meeting prepared to address deficiencies, identify obstacles/barriers (if any) – shows outreach efforts thus far and provides a plan to comply	Developer will be fined \$300 dollars for non-attendance when requested and for non-attendance by GC and/or subcontractors when requested

BRJP Compliance Determination Rubric

Compliance Effort	Procedures	Documentation	Action Steps	Cumulative Fine
<input type="checkbox"/> Weekly Payroll Submissions	All subcontractors must submit weekly payrolls within 7 business days of week ending date. Weekly stats submitted to Dev/GC.	<input type="checkbox"/> GC submits collects/reviews payrolls from all subcontractors <input type="checkbox"/> GC submits payrolls to assign BRJP data entry and monitor	GC ensures that each contractor designates a compliance officer and said compliance officer is proficient in submitting weekly payrolls efficiently and on time - monitors each contractor's workforce for BRJP goals	GC will be fined \$300 a day for each late payroll - payrolls are considered late after 7 business days of week ending date - this will not include the first week of work
<input type="checkbox"/> Confirming Workforce Projections & Requests	Subcontractor provides quarterly projections and workforce request forms prior to work start. Subcontractor identifies crew expansion dates at pre-con mtg & expected workforce request dates. Sub shows dated correspondence confirming workforce requests to union/referral agency and dated response within 7 business days of monitor request	<input type="checkbox"/> Subcontractors must submit required dated documentation including union letters, quarterly workforce projections, workforce request forms, confirmation from Jobs Bank	GC must ensure that subcontractor has submitted said documentation and valid efforts were made to employ in necessary categories	Non-compliance will result in corrective action meeting - violation needs to be corrected within 7 business days - Failure to correct will result in a \$300 per day fine retroactively to meeting date assessed to GC
<input type="checkbox"/> Jobs Bank Referrals	All workers seeking employment on job-site must be documented by GC and submit to subcontractors and BRJP Jobs Bank. GC sends follow-up letter to applicants with status of application	<input type="checkbox"/> Copy of application of job seeker - spreadsheet of all workers seeking employment on job site	GC must send applications of job seekers to all subcontractors and provide outcome results - contractors that are non-compliant should be encouraged to interview prospective candidates	Non-compliance will result in corrective action meeting - violation needs to be corrected within 10 business days - Failure to correct will result in a \$300 per day fine retroactively to meeting date assessed to GC
<input type="checkbox"/> Boston resident verification	All Boston residents must be verified within first week of employment on job-site	<input type="checkbox"/> GC must collect proof of residence from all workers with a Boston address - copy of valid driver's license or utility bill	GC must continue to pursue proof of address - workers that cannot verify Boston resident hours will be subject to removal	90% verification rate is expected. Non-compliance will result in corrective action meeting - violation needs to be corrected within 10 business days - Failure to correct will result in a \$300 per day fine retroactively to meeting date and assessed to GC - and all unverified Boston hours removed