

Parcel G at North Point

December 16, 2020

Developer: Divco West Real Estate Services LLC
Development Impact Project Plan (DIPP)

General Contractor: John Moriarty & Associates, Inc.

Construction Cost: \$212,500,000. **Construction Period:** 04/2019-05/2021

Construction Monitor: Pamela Ruffo

Percentage Complete: 45%

BRJP Goals: 50% Resident 25% People of Color 10% Female

Project Description:

The project consists of a 12-story laboratory building with 2 levels of penthouse and 3 levels of underground parking. The project location is divided between Cambridge and Brighton. The Brighton portion of the project is 375,000 square feet which represents 50% of the total project square feet.

Boston Employment Commission Project Review

I. Overall Numerical Compliance

Report Run Date: 12/03/20

Includes Work Records from: 04/22/19 – 11/28/20

# Workhours	# Workers	# Contractors	% Residents	% People of Color	% Female
110,429	493	15	38%	51%	10%

II. Numerical Compliance by Major Trades

Report Run Date: 12/03/20

Includes Work Records From: 04/22/19-11/28/20

Trade	# of Work hours	# of Workers	% Resident	% People of Color	% Female
Laborers	35,640	130	29%	51%	11%
Iron Workers	29,918	87	53%	58%	15%
Carpenters	7,733	61	39%	50%	6%
Electricians	7,093	23	47%	80%	14%
Equipment Operators	4,932	22	8%	10%	3%

III. Numerical Compliance by Major Contractor

Report Run Date: 12/03/20

Includes Work Records From: 04/22/19-11/28/20

Contractor	# of Work Hours	# of Workers	% Resident	% People of Color	% Female
Prime Steel Erectors	24,419	47	54%	59%	18%
<i>Prime Steel Erectors employs Bricklayers & Iron Workers</i>					
G & C Concrete	21,073	187	29%	50%	2%
<i>G & C Concrete employs Carpenters, Cement Finishers, Cement Laborers, Equipment Operators, Iron Workers, & Laborers</i>					
John Moriarty & Associates	20,770	27	29%	47%	15%
<i>John Moriarty & Associates employs Carpenters & Laborers</i>					
J & M Brown Electrical	7,093	23	47%	80%	14%
<i>J & M Brown Electrical employs Electricians</i>					
A.A. Will Corporation	6,928	38	22%	34%	2%
<i>A.A. Will Corporation employs Equipment Operators, Laborers, & Piledrivers</i>					

Boston Employment Commission Project Review

BRJP Highlights and Concerns:

- The project had a BEC Special Presentation on 05/15/19 & a Project Review on 11/20/19. The project is at 45% complete.
- The comparison between the 11/20/19 BEC review & the current overall participation:

The overall number of work hours increased by 91,501 hours (from 18,928 to 110,429)
The number of workers increased by 356 workers (from 137 to 493)
Boston Residents performance increased by 9% (from 29% to 38%)
People of Color performance increased by 6% (from 45% to 51%)
Female performance increased 6% (from 4% to 10%)
- JMA payroll submissions are currently at 6 days. This exceeds the BRJP submission goal of 7 days.
- JMA resident verification is at 75% verified. JMA is working with all the subcontractors & expects to have a higher verified percentage by the BEC review.
- JMA established a contract requirement from each subcontractor with regard to workforce compliance. This contract request each subcontractor prior to starting onsite to provide on company letterhead their plan to achieve the workforce goals as well as submit any correspondence from their interaction with the Union Halls. The contract further states failure to submitted required paperwork will result in the subcontractor's requisition being withheld. (contract attached)
- JMA is committed workforce diversity on all their projects & provide documentation of the project Best Faith effort attached which includes Union Letters from the following subcontractors: Century Drywall, American Plumbing, McCusker Gill, G&C Concrete, Limbach and Fred Salvucci.
- JMA makes a significant effort to work with MBE/WBE on this project. A list of MBE//WBE companies is attached within their Best Faith Effort documentation.
- Prime Steel the 1st largest subcontractor onsite led the project in workforce participation by exceeding all the goals: Resident 54%, POC 60 & Female 18%. Prime Steel employs Iron Workers which is the 2nd major trade onsite.
- J & M Brown 4th largest subcontractor onsite performed well with Resident 47%, POC 80% & Female 14%. J & M Brown employs Electrician which is the 4th major trade onsite.
- The Laborers trade (1st major trade) has low resident participation 29%. This is due to AA Will who is the 1st largest subcontractor on site and G&C Concrete the 2nd largest subcontractor onsite.
- American Plumbing continues to struggle with low workforce participation of 26% Resident & 0% Female. A corrective action meeting is schedule for 12/10/20.

Boston Employment Commission Project Review

RECOMMENDATIONS:

RECOMMENDATIONS: The BRJP Office recommends that JMA:

- Reinforce to all the subcontractors that they are expected to continue to retain as many Residents, POC & Females as they decrease their crews as the project scales down for completion of May 2021.
- Work with the subcontractors to establish a better internal resident verification system to assist in verifying the Boston Residents easier & quicker from project to project.

ATTACHMENTS:

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

Prime Steel Erectors
G&C Concrete Co.
John Moriarty & Associates
J & M Brown Electrical
A.A. Will Corporation

- JMA SUBCONTRACTOR CONTRACT
- JMA Best Faith Effort Documentation

MBE/WBE SUBCONTRACTOR/SUPPLIER LIST
Divco West Charitable Organizations
Union Letters for the following subcontractors
Century Drywall, American Plumbing, McCusker Gill,
G&C Concrete, Limbach and Fred Salvucci