



Responsible Employer Ordinance Monitoring Committee

36 Court Street
Springfield, MA 01108

Regular Meeting

<http://www.springfieldcityhall.com>

~ Minutes ~

Maureen Vear

Tuesday, July 12, 2022

2:00 PM

Virtual Meeting (Zoom)

I. Call to Order

Meeting called to order on July 12, 2022, at 2:00PM VIA Zoom

Attendee Name	Title	Status	Arrived
Melvin A. Edwards	Chairperson	Present	
Timothy C. Allen	Ward 7 Councilor	Present	
Lindsay B. Hackett	Management Analyst	Present	

II. Public Portion

1. Accept minutes of the July 12, 2022 meeting

Mr. Edwards called the meeting to order.

It was moved by Ms. Hackett and second by Mr. Allen.

III. Discussion of REO Policies

1. Compliance Department to regularly send updated reports to committee members

The Compliance Department was asked to send out a monthly report of ongoing Projects to the Committee. Mr. Toppin stated he and Mr. Swan will work with the committee and provide that information.

2. Discuss hiring practices. Fiore Grassetti will forward out Documents to Committee Members in reference to a Court Case

3. Recruiting - Good Faith Efforts - What is being done

Mr. Payeur spoke on Recruiting - Due to the large scale Fontaine Brothers is at with the company they are able to hire Liz as their Diversity Officer. Not all companies have that ability. Liz's job is to help Sub-Contractors to achieve their numbers. She stated she has reached out to Community Works @ Umass and also STCC. Mr. Payeur mentioned that recruiting may need to begin at a higher level with the City of Springfield.

Mr. Edwards expressed for the past 13 years residency has been an ongoing issue with reaching REO requirement. Certain Companies consistently win projects and sign off that they will reach REO numbers and do not. Even though they continuously sign off that will comply when they win the bid.

Mr. Edwards also stated that Springfield is a stepping stone. They work, save money then move out of the City.

A discussion was had as to today's culture and the reality of Construction is not a career path one wants to be in. As Society we have discouraged this field. Mr. Payne stated he has applicants. Unfortunately, quite a few find out it's not the job for them.

Mr. Toppin mentioned creating a database for residents to apply and employers can access the database and find workers.

Second chance programs- Programs for those who want to find a career or a career change .

Mr. Toppin suggested to work more with local businesses to encourage them to get certified through the state and be able to work on city projects.

Mr. Payne mentioned Forest Park Forestry Building. Marois Construction is the Contractor. He was questioning the efforts of the company to satisfy the REO requirements. Eloy was going to look into this project and get back to the committee members with the information.

Mr. Toppin also mentioned creating incentives to achieve bids. Reward contractors when they achieve the numbers or completion of job on budget etc. Point system.

Mr. Payeur brought 31 Elm St project up and clarification is needed to see if REO requirements are needed for this project. Mr. Edwards was going to reach out to the Law Dept. and speak with Atty. Shea.

4. Review updated workforce report - Homer/DeBerry School Project

IV. Public Speak out - 10 Minutes

VOTED: To adjourn

Motion carried by voting in favor Mr. Edwards and Ms. Hackett, Mr. Allen. The Meeting was adjourned.

Respectfully submitted,

Secretary