

CITY COUNCIL
CITY OF NEW YORK

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TRANSCRIPT OF THE MINUTES

Of the

COMMITTEE ON CONTRACTS

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September 23, 2019

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Recess: 3:26 p.m.

HELD AT: 250 Broadway - Committee Room
14th Fl.

B E F O R E: BEN KALLOS
Chairperson

COUNCIL MEMBERS:

Inez Barron
Bill Perkins
Helen Rosenthal
Kalman Yeger

A P P E A R A N C E S (CONTINUED)

Ryan Murray, First Deputy Director
Mayor's Office of Contract Services
(MOCS)

Amy Peterson, Director
Mayor's Office of Workforce Development

Douglas Lipari

Lowell Barton, Vice President and
organizing director
Laborer's Local 1010

Katie Shane, Deputy Political Director
New York City District Council of
Carpenters

Nathud Panama [sp?], member
Local 1556
New York City District Council of
Carpenters

Charles Bullock, member and shop steward
Local 926
New York City District Council of
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Felice Farber, Senior Director of Policy
and External Affairs
General Contractors Association (GCA)

Carolyn Kassow, Communication and
Development Associate
Nontraditional Employment for Women (NEW)

Manuel Castro, Executive Director
New Immigrant Community Empowerment
(NICE)

Melissa Shetler, Executive Director
Pathways to Apprenticeship

Robin Brown, Director of Workforce
Training Program
Rebuilding Together

Jasan Ponce [sp?], pre-apprenticeship
program graduate

Tanisha Cruz, pre-apprenticeship program
graduate

Jamel Dickerson, member and third year
apprentice
Local 45

Kahli Mootoo, Founder
400 Foundation

Unidentified, NYC MWBE Alliance

Reginald Lee Bachus, President
400 Foundation

SERGEANT-AT-ARMS: Check. Check. This is Committees on Contracts. Today's date is 9-23-19. This is being recorded by Janae Jones.

[gavel]

CHAIRPERSON KALLOS: Good afternoon and welcome to the Contracts Committee of the New York City Council. Today is Monday, September 23rd, 2019. It is 1:10 p.m. my name is Ben Kallos and I have the privilege of chairing this committee. If you are watching at home via the live stream, please feel free to participate by tweeting me @benkallos. I would like to extend my thanks to Council member Eric Ulrich for introducing the bill before the committee today and his continued support for apprenticeship in our city. Apprenticeship programs are a critical part of the city's effort to develop a well-trained workforce with improved opportunities for job placement. Apprenticeships are typically paid positions that are for gradually increasing salaries with offers for employment upon their completion. Apprenticeships usually require several hundred hours of classroom education and several thousand hours of supervised on the job training to ensure that graduates of these programs are sufficiently

experienced to perform essential work in the city's construction industry. While most construction apprenticeships are typically associated with unions, there are a fair number of so-called merit or open shop apprenticeship programs available to nonunion contractors via a local or regional trade Association. These programs are typically made available to small business says or other nonunion contractors who want their employees to be eligible for contracts that require apprenticeship. In 2015, the mayor's office of contracts released the apprenticeship program directives, which offered a number of instructions for contracting agencies. One of which required such agencies to place requirements on certain construction and construction related maintenance contracts over 3 million dollars. The directive requires that those contracts may only be awarded to contractors who maintain apprenticeship agreements with programs registered with and approved by the New York State Department of labor. The bill before the committee today, introduction 674 would amend the mayor's apprenticeship program directives and lower the threshold required for such contracts from 3 million dollars to 1 million dollars. I would like

to think Contracts Committee staff, legislative counsel Alex Paunoff [sp?], policy analyst Casey Addison, finance analyst Andrew Wilbur, and finance unit head John Russell, as well as my chief of staff Jesse Townsend and legislative director Wilfredo Lopez for all of their hard work in preparing for this hearing. Just by way of my own background, I, things as a union side labor and employment lawyer, full disclosure. Prior to them being in the city Council, I had the opportunity to represent laborers international Union of North America and, in particular, the Mason tenders District Council and, in particular, local 79, local 1010, local 1018, where we actually fought to ensure that employers were making payroll deductions for both retirement programs, but also for education programs. I had the problem-- opportunity to see many of the training funds throughout our city and just see exactly what our city has to offer. For those of you who are interested in getting jobs, a lot of these city contracts also come with a local higher requirement and the more that this is done properly, the more the opportunity is for somebody to, literally, walk across the street to a construction site in their

neighborhood and say, I'm local. Hire me. And, actually be able to go on that site and then, through the apprenticeship program, gain the skills that they need to participate and to be safe and have a marketable and skilled trade. Additionally, I passed a local law that requires anyone doing construction work to report any time somebody gets injured, God forbid, killed on a construction site. And increases penalties to up to 25,000 dollars for failure to report. The [inaudible 00:05:06] of those numbers indicate that, when you are on a job where all the people on that job have been apprenticeship, have training, have certifications, those jobs seem to be a lot safer than jobs where there are no such requirements. I'm just going to hold for just one moment. When Council member Ulrich joins us, we will ask him to share some more information on his legislation. In the meantime, we will call our first panel from the administration. Douglas Lipari, Ryan Murray, and Amy Peterson. And I will now ask the committee counsel to swear you in.

LEGAL COUNSEL: Would you all please raise your right hands? Do you swear or affirm to tell the truth, the whole truth, and nothing but the

truth in your testimony today and to respond honestly to Council member questions? Thank you. You may begin.

RYAN MURRAY: Good afternoon, Chair Kallos and members of the Contracts Committee. My name is Ryan Murray and I serve as the first deputy director of the Mayor's Office of Contracts Services or MOCS. Thank you for inviting the administration to be getting conversations about the apprenticeship program directives requirements. The apprenticeship program directive has existed in various forms since 2006. The director of the mayor's office of contracts services, who is the city's chief procurement officer, may issue various guidelines and procedures to ensure that procurement is conducted in the best interest of the city of New York. These guidelines are often developed in partnership with policy leaders and this was the case with the apprenticeship directives which was developed in collaboration with the then deputy mayor for economic development. As a result of recommendations from the 2005 Commission on Construction Opportunity. The city determined that it was best served by doing business with companies that share our commitment to

delivering robust training programs and good paying jobs for workers. Apprentices are workers who are form-- who formerly build knowledge and skills through classroom and on the job training and are registered with the New York State Department of Labor or New York State DOL. Apprenticeship programs can be sponsored by employers, jointly by employers and unions, or by groups of employers. Each program is also to be registered with New York State DOL. Programs vary depending on the trade, but can last for several years. The directive applies to prime construction contracts and maintenance service contracts that use apprentice umbel construction related trade classifications that are valued at 3 million or more and subcontracts and such prime contracts valued at 2 million or more. It requires that contractors have, prior to entering into such contract or subcontract, apprenticeship agreements appropriate for the type and scope of work to be performed and those apprenticeship programs must be registered with the New York State DOL. Most recently, the directive was issued in 2015. This coincided with a set of newly executed project labor agreements or PLAs that were negotiated between the

city and Building and Construction Trades Council, or BCTC. In FY 18, 2.3 billion of 3.3 billion and newly registered construction contracts were subject to the directive. The directive required that city agencies include in the solicitation documents for the applicable procurement, a requirement that the awarded contractor has the appropriate apprenticeship agreements. Prior to award, agencies must ensure that the contractors have those apprenticeship programs in place for the type and scope of work to be performed under the contract. For example, if the contract is for plumbing, the contractor must have a plumbing apprenticeship program that is approved by the New York State DOL and has passed the states probationary period. As I previously mentioned, contractors can meet this requirement by demonstrating that they have a program that is either directly sponsored by the employer, jointly sponsored by employers or unions, or sponsored by groups of employers. Similarly, when those prime contracts submit names of subcontractors to agencies for approval, the subcontractors must have the appropriate apprenticeship programs if the subcontractors are valued at 2 million or more.

Intro 674 requires that MOCS reduce-- requires that MOCS reduce the threshold value for contracts covered by the directive. We would like to learn more about the intended outcomes of the proposal and further explore impacts on small businesses and minority and women owned business enterprises or MWBE's as we would not want to introduce any new barriers to entry for potential contractors. We all share the commitment to creating good paying jobs for work as an establishing career pathways in the construction industry. Apprenticeships help to create structured opportunities for workers and expanding swats is important to creating more opportunities for New Yorkers who can become skilled in their crafts and, potentially, start their own businesses. We look forward to continuing conversations with labor and industry leaders and advocates for MWBE's so we can adopt to the best approach to strengthening career pathways and building strong businesses that serve our communities. Again, thank you for the opportunity to share our initial thoughts on the directive. I am joined by Douglas Lipari, associate director and counsel at MOCS who can help us respond to any questions you may have and Amy Peterson,

director of the Mayor's office of workforce development who will provide additional background information on apprenticeships and this administration's overall workforce development efforts. Amy?

AMY PETERSON: Thank you. Good afternoon, Chairperson Kallos, and members of the Committee on Contracts. I am Amy Peterson, director of the Mayor's Office of Workforce Development. The Mayor's Office of Workforce Development is driving an equity agenda for the future of work in New York City. By working across city agencies and in partnership with the workforce development community, we aim to expand access to good jobs for all New Yorkers. We are committed to creating careers in construction for New Yorkers through apprenticeship opportunities. The city recognizes the benefits of apprenticeship and providing a path into a career in the construction industry. The city works closely with the building and construction trades unions to support this pathway through funding and recruitment for specific pre-apprenticeship training programs. Apprentices receive three to five years of paid classroom and hands-on training that leads to them

being a skilled tradesperson and a career with benefits and upward mobility. The city invests in pre-apprenticeship training programs that have direct entry opportunities for graduates building in construction trades Union. As outlined in career pathways report, the city itself is the largest purchaser of construction services across the five boroughs. A unique opportunity exists to leverage the billions of dollars budgeted for these projects to create new employee man and advancement path for job seekers and low-wage workers. To this end, we are working to create construction career opportunities for New York City residents interested in benefiting from the cities construction and investment and beyond. Beginning in 2014, the housing recovery office focused on ensuring Sandy impacted residents participated in the city's recovery and rebuilding efforts. Working in partnership with the Alliance for Just Rebuilding, elected officials, Faith in New York, Align, and other partners, this to the established a model for integrating hiring of local residents and training local residents for construction careers. In partnership with the Department of Small business

services, the city launched Sandy recovery Workforce One linking Sandy impacted residents to build up back job openings in the wider workforce one sister, including pre-apprenticeship training programs. As a result, over 150 Sandy residents joined New York city's construction unions. Then, NYCHA's recovery and resiliency department invested in an additional 1.4 million dollars in pre-apprenticeship training. SBS continues to find pre-apprenticeship programs, including the Edward J Malloy initiative for construction skills, nontraditional employment for women, New York City District Council of Carpenters building works, pathways to apprenticeship, and New York City helmets to hardhats, and organization that focuses on military veterans. As a result of this investment, to date, almost 300 New York City residents have been connected to a career in the unionized construction industry. A union apprenticeship is not a job, it is a career. By investing in pre-apprenticeship training and utilizing apprentices on our contracts, we are creating a ladder for low income New Yorkers into the middle class. Union membership offers middle-class wages and benefits, pension, annuity, and equal pay

for all workers. Most importantly, a union apprenticeship allows low income New Yorkers to earn a living while becoming an expert in one of those skilled trades through paid, on the job, and classroom training. One such example is Far Rockaway resident, Jamal Dickerson. When the hurricane hit, he knew he wanted to be a part of the recovery effort. He learned about Sandy recovery workforce one at a PTA meeting and into the Edward J Malloy initiative for construction skills training program. After working to rebuild homes in his Far Rockaway community, he is now, as a third-year carpenter apprentice, working at Harlem Hospital. Thank you.

CHAIRPERSON KALLOS: Thank you. We have been joined by Council member Inez Barren. If the current threshold is 3 million, why did the administration set it at 3 million to begin with?

DOUGLAS LIPARI: So, as Ryan mentioned in his testimony, the initial apprenticeship directive was set in 2006 and that came out of conversations and discussions and negotiations with the various stakeholders. That includes labor unions, contractor associations, small businesses, MWBE's, and, in 2006, when the Mayor's Commission on Construction

Opportunity made a recommendation and consultation with all those stakeholders, 3 million dollars was the threshold that they landed on.

CHAIRPERSON KALLOS: What is the difference in value of contracts over 3 million and contracts over 1 million? What is the difference? How much do we currently cover? How much would be covered?

DOUGLAS LIPARI: So, I think you are asking for the kind of the one two 3 million dollars threshold. So, in fiscal year--

CHAIRPERSON KALLOS: Well, first tell us what the current threshold covers. How many-- What the dollar value is and, perhaps the number of contracts at 3 million and then what the difference would be. How much we would be adding.

DOUGLAS LIPARI: So, currently, the apprenticeship directive covers 2.3 billion dollars of 3.3 billion dollars of total construction. That was in fiscal year 18. And in the-- There's the apprenticeship directive were to be lowered to 1 million dollars, it would add approximately 167 million dollars of construction contracts.

CHAIRPERSON KALLOS: With regard to the larger contracts, over 5 million and 3 million, what does MWBE participation look like verse says contracts of over 1 million and then even under 1 million? And the reason I'm asking-- I've asked in an open ended way, but I have heard concerns from MWBE's that they feel that they are not even able to even bid on some of the larger contracts.

DOUGLAS LIPARI: So MWBE's, certainly, based on the data over the past five years that we have looked at, have done better in the 1 to 3 million dollar range and they have in the 5 to 7 million dollar range in terms of prime contracts received. So, I believe the percentage is are about-- Well, it varies, but about 25 percent is kind of the range between 1 to 3 million. But then when you get above 5 million, like you asked, it goes down to 16 percent or so.

CHAIRPERSON KALLOS: For that 16 percent for the MWBE's, are those MWBE's able to meet the apprenticeship requirements?

DOUGLAS LIPARI: So, any contract that would require the apprenticeship directive requirements-- and, again, this--

CHAIRPERSON KALLOS: [interposing] So these are the contracts over--

DOUGLAS LIPARI: speaking--

CHAIRPERSON KALLOS: 3 million where you are saying 15 percent participation are the MWBE's meeting me apprenticeship requirement.

DOUGLAS LIPARI: So, just to clarify, so, over 3 million dollars is when the apprenticeship directive--

CHAIRPERSON KALLOS: Uh-hm.

DOUGLAS LIPARI: kick same, however, that is not every single contract that is over 3 million dollars. Yes, we mentioned, we have project labor agreements that do me, essentially, the purpose of the apprenticeship directive, but are different types of contracts. So, semantics of various contracts there. However, any contractor who is bidding on a job or is awarded a contract subject to the directive must demonstrate to the agency that they can, in fact, meet the requirements of the apprenticeship directive. And they will do that by submitting the appropriate documentation to the agency for review.

CHAIRPERSON KALLOS: Then, I guess-- and so, if somebody wanted to participate, does MOC

support people who are doing business with the city and assist them with trying to meet the regulatory requirements? Do you ever connect people with the apprenticeship programs or how does that work?

DOUGLAS LIPARI: So, MOCS directly does not work to connect contractors with apprenticeship programs, but, the city as a whole, as Amy mentioned, we have engaged the various stakeholders, including labor, contract associations, small business is, MWBE's in trying to come at workforce development from a variety of angles from pre-apprentice programs like Amy mentioned.

CHAIRPERSON KALLOS: What is the impact of The local Law 196 2017 and the site safety training so far on your contracts?

DOUGLAS LIPARI: So we don't-- Today we don't have the particular data on this specific impacts of Local Law 196.

CHAIRPERSON KALLOS: I'd like to turn it over to Council member Inez Barron.

COUNCIL MEMBER BARRON: Thank you, Mr. Chair, and thank you to the panel for coming. So, now the-- What are the requirements now for a contractor to be able to say I have been apprentice

program? What are the descriptors that tell me this is, in fact, in apprenticeship program?

AMY PETERSON: To have an apprenticeship program, and has to actually be registered with the New York State Department of Labor. So they have to demonstrate that they have an apprenticeship program registered with the-- they are connect-- affiliated with an apprenticeship program that's registered with the State Department of Labor.

COUNCIL MEMBER BARRON: Oh, so it's registered with the State Department of Labor as an apprenticeship program.

AMY PETERSON: Correct.

COUNCIL MEMBER BARRON: Okay. And if we're reducing it to small companies, they would have meet that same criteria?

AMY PETERSON: That's the legislative proposal. Correct.

COUNCIL MEMBER BARRON: And what do you think might be some of the challenges, then, for small businesses to be able to meet those requirements? Did you ask this question already? Oh, okay.

RYAN MURRAY: So, I think, you know, the---
there's a cost associated--

COUNCIL MEMBER BARRON: Right.

RYAN MURRAY: with having an apprentice program. It may be financial, but also in terms of staff, so some small businesses may not have the staff dedicated to doing something like that, to having the program. The state is the entity that authorizes the use of apprentices and it has to be registered with the state, so it's not necessarily an overnight process and there is a process that contractors must go through in order to utilize apprentices.

COUNCIL MEMBER BARRON: So, in the requirements on the description at the state level all that registers apprenticeship programs, when is it considered to be successful? To these apprentices go on to get jobs in unions or do they get other certification or are they locked in there or two we have to see that they have moved beyond just the status of being an apprentice?

AMY PETERSON: Sorry. I'm having trouble with my button. They are. So, I'm not an expert on State Department of Labor requirements--

COUNCIL MEMBER BARRON: Okay.

AMY PETERSON: for apprenticeship, but generally-- and I know more about the union apprenticeships that the--

COUNCIL MEMBER BARRON: Okay.

AMY PETERSON: nonunion ones, although there are some registered apprenticeship programs. So, when you enter it apprenticeship program in a union apprenticeship program, you are actually a union member and you are getting wages and you are working. And so--

COUNCIL MEMBER BARRON: Right.

AMY PETERSON: advance with the work in the apprenticeship program and in the union and then, when you graduate from the apprenticeship program, you are a journey level worker. And that's all the-- the state Department of Labor sets the requirements for as we mentioned in our earlier testimony. If you are a plumber, there are certain requirements that you have to go through each year related--

COUNCIL MEMBER BARRON: Uh-hm.

AMY PETERSON: to the training and related to the on-the-job training to graduate through that apprenticeship program is consistent

across all registered apprenticeship programs for that trade.

COUNCIL MEMBER BARRON: Okay. Thank you. Thank you, Mr. Chair.

CHAIRPERSON KALLOS: For currently projects with a value less than 3 million dollars, what experience would somebody doing plumbing work for the city need? Would they have any experience requirements similar to somebody was building a-- building something out of wood, would they have to have any experience or do they-- Is there any training requirement?

AMY PETERSON: Again, not my area of expertise, but, for plumbing, take it Department of Building permits, you have to work with a registered, licensed plumber and, again, might not be using the exact same terms and then the new safety training requirements. But I don't believe there is other requirements for the training.

CHAIRPERSON KALLOS: And if somebody was doing brickwork or carpentry work, would they have to have any training on these projects with less than 3 million dollars?

DOUGLAS LIPARI: So, I guess, generally speaking, right, an agency may require particular requirements and qualifications and experience on a particular contract depending on the type of work that is being involved. In terms of-- So, and that wouldn't very necessarily depending just on--

CHAIRPERSON KALLOS: But--

DOUGLAS LIPARI: [cross-talk]

CHAIRPERSON KALLOS: But there's no standard. So, somebody who needs to-- you go to to get your hair cut might need 10,000 hours of on-the-job training, but somebody wielding heavy machinery on a dangerous construction site where the value is less than 3 million might not?

DOUGLAS LIPARI: So, again, I think that the requirements may be-- are kind of place that the contractor level and there may be other like may be--

CHAIRPERSON KALLOS: Sure.

DOUGLAS LIPARI: I'm not an expert on all of the requirements for being able to have a license to do certain types of construction work. Some require licenses. Some may not, depending on that type of work, but--

CHAIRPERSON KALLOS: Okay. I'd like to think Council member Eric Ulrich for sponsoring this legislation. It has a super majority of the city Council. He was able to force the scheduling of the hearing, but when I came on as the Contracts Chair, I actually asked the house if we can hear it immediately, so we moved it up a little bit and tried to make sure we, UH, made this process a lot faster, but I will turn it over to the bill sponsor, who has been doing all the work on it. So, thank you to Eric Ulrich.

COUNCIL MEMBER ULRICH: Thank you, Mr. Chair. I apologize. I was late. I was on the A train and that J Street someone pulled the emergency brake and we started running on the F line. So, I apologize for being late, but I want to thank you and my colleagues for being here today. This is a very important piece of legislation, one that I think is going a long way towards making New York City a much more affordable place for the middle class and those struggling to make it into the middle class. I come from a union household. My grandfather, until the day he died, was a steam fitter in local 638 and I know how important the prevailing wages were to my

family, to the benefits that were negotiated through the collective bargaining process, not only for him, but for all the members. And so I believe that this bill will make it a lot easier for New Yorkers to get on the path to an apprenticeship program and get a ticket to the middle class, so I am a firm believer that this is going to do a lot of good in the city. We have in affordable housing crisis. Everything seems to be going up. The cost of living here is astronomical. If we want a fairer city and a more affordable city, we have to find a way to get people more access to good paying jobs and we know that in apprenticeship program and, ultimately, a union card is the ticket for so many people, and a lifeline once they get it. So, you know, this is not strictly a union bill. We kind of outlined that in some of our talking points and memorandum that we sent around to my colleagues, but, as I mentioned, and is just going to make it a little bit easier for working people and working New Yorkers to get compensated properly and that is really what this is all about. I am happy to work with my colleagues to address any of the MWBE issues that, obviously, have arisen over the past couple of weeks. We certainly want to address those

had on hand make sure that we are not disenfranchising anybody, particularly from the people who could benefit the most from a union job. We certainly want to help them the most. So, we are going to be working on that, but I think that this hearing is very important and, hopefully, we can iron out all the kinks and pass the bill and we would love to have the administration's support. Thank you, Mr. Chair.

CHAIRPERSON KALLOS: Thank you. We have been joined by Council member Helen Rosenthal. Does the bill sponsor have any initial questions or it can go to--

COUNCIL MEMBER ULRICH: Please continue the hearing.

CHAIRPERSON KALLOS: Council member Rosenthal four questions.

COUNCIL MEMBER ROSENTHAL: Thank you so much, Chair Kallos. Thank you, really, to everyone who is here and, thank you, Council member Ulrich for bringing this discussion here. You know, as many of you know, I have been working with the administration to make it easier for MWBE's to get contracts and we have thought hard about the different ways to do

that, through the advisory committee and we have implemented some of those changes. You know, DDC, breaking up contracts into smaller bits and pieces and so we can watch the MWBE's have access to the lower dollar amounts, but then grow into the medium and so on. Would there be a way-- and I appreciate the bill sponsor's comments just now to exempt MWBE's or to understand better how it could help the MWBE's. I see some testimony coming that says it could be helpful to the MWBE's. But I don't know. What do you think?

RYAN MURRAY: Hi, Chair [inaudible 00:28:20]. How are you? So, I think that, you know, as the chief sponsor has shared and our testimony suggests, we have to work very closely with the advisory committee, as you know, to think about where the right-- the sweet spot would be. Mr. Lipari, earlier shared, you know, that there are a number of infrastructure things we need to put in place to make sure we support these programs really well. We have found that, you know, as you said, in the 1 million to 3 million range is aware a lot of MWBE's are doing really well. So we don't want to introduce any new barriers. I think I would have to work more closely

with you in the committee and bring to gather MWBE's to talk through what, you know, new things might be introduced as if we are thinking of lowering or adjusting where the current threshold is. I am not sure about exemption, per se. That could be an option, but I would say that how this has come about in the past was as a part of the more global negotiations around the PLAs. There are a number of factors that are considered there. So, I would want to work really closely with the law department and others who are currently working with the trades, labor and MWBE's to think more carefully over the next couple weeks with what this might mean. So, I don't have just one answer for you. I think you have to consider the entire totality and not introduce any new barriers for MWBE's.

COUNCIL MEMBER ROSENTHAL: And I'm sure the committee chair asked this earlier, but do you have a sense of numbers given that the categories are 1 to 5 million right now? Do you have a sense of the numbers of MWBE's in that category and then a proportion? A proportion, you know, what the total is and what proportion are MWBE's? Sorry is that was already said.

DOUGLAS LIPARI: Yeah. Just to-- In the 1 to 3 million dollars range, just looking back at the past five fiscal years, and no one to 3 million dollar range, MWBE's prime contracts for total construction is about 25 percent of the prime contracts, but then once you get it above the 5 to 7.5 million dollar range, goes to 16 percent and then, you know--

COUNCIL MEMBER ROSENTHAL: Got it.

DOUGLAS LIPARI: it goes down over--

COUNCIL MEMBER ROSENTHAL: Got it.

DOUGLAS LIPARI: the higher--

COUNCIL MEMBER ROSENTHAL: So, about 25 person. The dollars or is that in number of firms?

DOUGLAS LIPARI: that is in dollars in total construction--

COUNCIL MEMBER ROSENTHAL: In dollars.

DOUGLAS LIPARI: value. The percentage of prime contract registered dollars.

COUNCIL MEMBER ROSENTHAL: How many firms is that and how many of the firms are dupes? In other words, they get several?

DOUGLAS LIPARI: So, I don't have in front of me the unique number of firms, but we can follow up with data on that.

COUNCIL MEMBER ROSENTHAL: I think that would be really interesting. And then interesting to know, of those firms, are vague and inane, you know, how many? And, you know, how many are getting one? How many are two, three, four, etc.

DOUGLAS LIPARI: Sure. Yeah. We can follow up with that.

COUNCIL MEMBER ROSENTHAL: Totally anonymized, but that would-- I think that would be helpful to figuring this out.

DOUGLAS LIPARI: Yeah. And I think we can take a look at that and share that with you following up.

COUNCIL MEMBER ROSENTHAL: Great. Great. So, if that's 25 percent, so what's the total dollar amount?

DOUGLAS LIPARI: So, this is specifically in that range.

COUNCIL MEMBER ROSENTHAL: Yeah.

DOUGLAS LIPARI: Um--

COUNCIL MEMBER ROSENTHAL: One to three.

DOUGLAS LIPARI: In the one to three, there's about 270 million dollars of prime contracts in that range and that's over the past five--

COUNCIL MEMBER ROSENTHAL: Who has quick mental math?

DOUGLAS LIPARI: five years. So that's five years of data from-- That's fiscal year--

COUNCIL MEMBER ROSENTHAL: Oh.

DOUGLAS LIPARI: 14 to fiscal year 18.

COUNCIL MEMBER ROSENTHAL: Okay. So how much then is remaining for the non-MWBE?

DOUGLAS LIPARI: So in that range, again, it's about 785 million dollars for the non-MWBE's. It's about--

COUNCIL MEMBER ROSENTHAL: Right. But-- Okay. 25 percent of that, though is MWBE, right?

[background comments]

DOUGLAS LIPARI: The 270 is the MWBE portion.

COUNCIL MEMBER ROSENTHAL: Oh.

DOUGLAS LIPARI: The total about is about a billion dollars. So, it's about--

COUNCIL MEMBER ROSENTHAL: Oh. That's what I was asking. Okay. Thank you very much.

DOUGLAS LIPARI: Yep.

COUNCIL MEMBER ROSENTHAL: And so, similarly, if you could do the number for the remaining 75 percent, number of contractors and how many get multiple-- different multiples. Thank you so much.

CHAIRPERSON KALLOS: Thank you. To the bill sponsor.

COUNCIL MEMBER ULRICH: Thank you, Mr. Chair. And I want to apologize again. I actually miss your testimony, but I've been reading it and trying to get through it as my colleague, Council member Rosenthal was asking questions. What is the primary concern that the administration has regarding capacity issues if this bill is passed? Would this affect capacity for a nonunionized MWBE companies? Is the administration concerned? What type of support is the administration providing for those companies and, if we were to pass the bill, what type of support would the city provide for established MWBE's to, you know, to set up an apprenticeship program? Because it's going to cost a little bit of money, right? So, what is the administration doing and what are they prepared to do?

DOUGLAS LIPARI: So, as we mentioned, the apprenticeship directive has historically been one piece of a broader conversation that the city has had with labor and we are currently, in fact, discussing PLA's with the unions and the various stakeholder including contractor associations, MWBE's, and small businesses. So we are in conversations now and discussing the various efforts that the city can take and partner with our partners to really, you know, help support everyone who may be impacted by the future of what we ultimately planned on, but those conversations are active and ongoing.

COUNCIL MEMBER ULRICH: With respect to the current project labor agreements that exist, for instance, in a Department of Education or the SCA, I know that there's one that's probably the one that most people are familiar with. Isn't there a quota for the workforce development portion of that PLA in terms of what that workforce actually looks like hiring from the community? We hear a lot about that. Is there one standard currently? I mean, that-- certainly we want to diversify the trades as much as we can get, you know, regular more New Yorkers into an apprenticeship program, especially when there's a

project labor agreement that's been signed. But what is the standard, if you could just, you know--

AMY PETERSON: Yeah.

COUNCIL MEMBER ULRICH: explain that.

AMY PETERSON: So, historically, in the past PLA's and that's not speaking to the future one, there has been an agreement between the building trades and the Building Trades Employers Association in the city about ensuring that more New Yorkers of different categories get access to the apprenticeship programs and into the unions. So not completely related to who is working on the jobs, but access to the trade. So a certain percentage of women, a certain percentage of high school students. A certain percentage of veterans, etc. So that's the relationship that's existed to date.

COUNCIL MEMBER ULRICH: And is there a-- Is there one standard? Like what is the standard for a contractor who is a union shop who want to rebuild-- who get the contract to rebuild a gymnasium in a public school, you know, and he has to hi-- he or she has to hire, let's say 100-- have 100 people work on that particular project? What is the breakdown? What does that look like?

AMY PETERSON: So, there's contract or affiliated with a letter of-- whatever it's called. But, generally, contracts don't have workforce requirements, so federal contracts have specific workforce requirements through executive order 11 246 which talks about diversity and trade and women percentage the sand the recovery contracts we had a percentage for 20 percent Sandy impacted residents working on that and NYCHA and other HUD funded have section 3 requirement. But, generally, there is not, currently, oh workforce requirement on contracts.

COUNCIL MEMBER ULRICH: You know, one of the concerns that I have is that, for contractors, any contractor who bids on the city project, whether it is a parks department project or something for School Construction Authority, they have to pay prevailing wages anyway, right? And a lot of times-- Not a lot of times, but too often, I'll revise that, we see or hear about instances of wage theft where they are falsifying payroll reports. And I know that those are the exception to the rule. I'm not saying that all the people that are bidding on contracts are doing or are guilty of that, but it becomes increasingly difficult for the comptroller's office

and for the city to monitor, investigate, and then reprimand or hold accountable those people who are taking advantage of the workers. Of the working men and women who are being underpaid and they are stealing their wages. It's terrible. It's criminal. You know, that really does not exist when you have the apprenticeship programs because there are so many other checks that are put into place and oversight that happens. It's not just about, you know, worrying about is the comptroller going to certify the payroll or are they going to renew my MWBE license to operate and to bid on projects in the city, but, you know, they could go to jail. They could be-- If a union shop does that, there are many more consequences, if you will, for that. And you see that there is less of that going on in those established apprenticeship programs and in those and among those union companies. Again, I don't want this bill to be passed to the detriment of MWBE's and I want to work with my colleagues to address the concerns that we have and then, if we can make any changes to the bill, I'm very much open to doing that. But at the same time, I don't want to lock out job security and protection for workers. For working

men and women who are a part of these contracts and I think that this might be another way to safeguard. Sometimes when companies bid on city work, they will purposefully underpaid. We know this, right? I mean, like the materials cost X, the labor, the prevailing wages that are established. We know what that is. Then there are seven companies that bid on a new school and six of them are all within 100,000 or 200,000 and then there is one that comes in at 350,000 dollars less. Well, how did that company come in at last? Obviously they are doing something wrong and then, you know, what they get the contract and then we find out later on that we know what they were doing wrong. They were taking advantage of their workers. I just think we need to put into place more protections for the workforce and also, with respect to safety, the training that the apprenticeship programs provide in-house are really second to none and I can only benefit the city's workforce. Last year I think there were almost 20 construction related deaths. I don't know the exact number? Is it more or less than that? I don't recall off the top of my head, but I know it was a high number. And anything that we can do to improve

safety on these jobsites, I think, is really important. We want to make sure that New Yorkers are safe and that they are properly compensated. I think this is a way to do that and also to bring a lot of the MWBE's into the apprenticeship program and have them become part of that family, if you will. So, I mean, what are some of the other concerns? Again, I missed your back and forth earlier. What were some of the other concerns that were articulated by the administration regarding the bill as it is? As it currently--

AMY PETERSON: Yeah. So I'm not sure if it is concerns as much about the bill. We support very much apprenticeship programs and the apprenticeship directive and, you know, just the process that we have come to issue the apprentice directive in 2015 and the process we are going through now is kind of an ongoing conversation with labor, with the contractor community and we did it kind of in parallel with the PLA last time. So, for us, we want that to be part of the process and now we are looking at that specifically. Our office, the Mayor's Office of Workforce Development, really wants to ensure that more New Yorkers get access to these

apprenticeships and get on the work that the city is doing. We are just not sure if legislation, especially while all these other negotiations are going on, it's kind of the right place to do this.

COUNCIL MEMBER ULRICH: I would rather not leave it the mercy of whoever the mayor happens to be. Who knows if the next mayor may not be so friendly to organized--

AMY PETERSON: Right.

COUNCIL MEMBER ULRICH: labor. I mean, I'm just throwing that out--

AMY PETERSON: Uh-hm.

COUNCIL MEMBER ULRICH: as a hypothetical. And then, if this bill is not passed and we don't have something on the books, you know, we're at the mercy of whatever the mayor's relationship with the building trades is and I don't think that's fair. I think it's rather arbitrary in that regard. So I think having a law and having a threshold, I think, is important.

RYAN MURRAY: Yeah. I think what we're advocating for here is that the labor negotiations are happening now, right? And as you know, so since once that gets codified, that is the project labor

agreement that would exist between labor and the administration and we want to make sure that we go through the process. We did not, unilaterally, lower or raise the threshold last time. It was a part of those negotiations. So, what we are essentially saying is that part of the place where we want to make sure that we are looking at all the various factors and the end is in progress right now.

COUNCIL MEMBER ULRICH: Well, we certainly don't want to interfere with the collective bargaining process. We don't want to interfere with that. I understand that, but this bill has a super majority support among my colleagues and there is a lot of interesting people on the bill. Some people that don't even agree with each other politically, you will see that they are on this bill because they understand how important it is. End, unfortunately, they, themselves, have experienced situations where the parks departments or other agency is awarded certain contracts to certain individual companies and projects were delayed, there was shoddy work being done. People were hurt on the job site. People were underpaid. I mean, I could name three or four just off the top of my head in Queens alone, so, you know,

again, changing this and sort of codifying into law, I think is more of a preventative measure. It's not meant to interfere with the city's ongoing negotiations. Just so--

RYAN MURRAY: Certainly. And I think you covered it in your opening remarks. You have acknowledged that we need to work closely with MWBE's and small business is and I think, since you are open to that process right now, we would like to continue talking about this with you.

COUNCIL MEMBER ULRICH: So, please feel free to work with the Chair and myself and the committee counsel here because we are very eager to pass this bill and-- God willing. But the point is we want to make sure that it's not seen as being completely detrimental to MWBE's. We want to work and encourage more participation in the workforce among those companies and anything we can do to facilitate that, I'm very much open to it, but I do believe that we are going to pass something. So, if you can help us make it better, we would love to have your participation. If you don't, we're going to pass in any way. So, just work with us. We've a veto-proof majority. Thank you very much, Mr. Chairman.

CHAIRPERSON KALLOS: I just want to echo the bill sponsor sentiment and I am a co-prime sponsor, as well. The, you are welcome to try to negotiate with the project labor agreements, but we are not affected by that and we will pass it regardless of where you are in the process and, additionally, to the extend to you already have participation of MWBE's were able to meet apprenticeships, we are-- through the rest of the hearing, I hope to educate anyone watching on TV or concerned about MWBE's of just how easy it is to access apprenticeship as an employer. So, I'm just going to excuse this panel. I am just calling to share with folks that this is the stack of testimony we have already received, so it's a lot. I'm going to put a five-minute clock on folks and please do your best to confine your remarks to five minutes. You don't have to use the full five minutes. I want to know that we are joined by the New York State laborers-- from New York State laborers by Vinny Albanese, but we will be having from laborers Local 101, Lowell Barton. Full disclosure, I believe we served on Community board eight together at one point and I appoint members of labor to community boards

and, if you are a member of labor, please consider reaching out to your Council member and your borough president to be appointed. You can contact the Central Labor Council who has an entire program about getting labor on community boards. Also we have Charles from the carpenters. Forgive me mispronouncing this. Nathud and Katie from the carpenters. For the first panel. Please come on up.

[background comments]

CHAIRPERSON KALLOS: It's Katie Shane from the carpenters.

[Background comments]

CHAIRPERSON KALLOS: While this panel is coming up, if you are watching at home or afterwards, you have 72 hours from today, September 23rd, to submit testimony and you can email that to contracts@benkallos.com. And we are going to need one more chair up at the table and, Lowell, that will be all yours. They're bringing you a chair. Don't worry about it. Laborers wish to begin?

LOWELL BARTON: Good afternoon. Thank you, Chair Kallos, for--

CHAIRPERSON KALLOS: Can you move it closer?

LOWELL BARTON: [inaudible 00:46:53]

CHAIRPERSON KALLOS: Start over. Is the red light on?

LOWELL BARTON: Yes. Good afternoon and thank you, Chair Kallos, and all council member present. My name is Lowell Barton. I am the Vice President and organizing director of the Laborer's Local 1010. A local union representing over 1800 members, I am here to express our staunch support of Intro 674 legislation, reducing the apprenticeship directive required by the Mayor's Office of Contract services from 3 million to 1 million. I want to think, Chair Kallos and the Contracts Committee for hosting this important meeting. A local 1010, we feel the legislation would benefit workers, contractors, and taxpayers. Requiring certified apprenticeship programs ensures workers receive the necessary training to keep their selves, the coworkers, and the general public safe. Construction is an inherently dangerous occupation, making it imperative to receive proper training. Additionally, we feel this legislation would benefit small contractors by leveling the playing field and eliminating bad actors from the bidding process.

Contractors that participate in certified apprenticeship programs often times have lower instances of default, disqualification, and or debarment. Local 1010 works with a number of smaller contractors, including MWBE's. There are over 50 signatory MWBE's to Local 1010. These contractors participate in our apprenticeship programs and a number of them have provided memos of support for intro 674. These contractors include Gateway Demo, Civil Corporation, HHJR Construction Limited, Padilla yet construction services, VIF Corp, Prestige Pavers of New York Inc., Prima Paving Corp., Niihau Contracting, and Deborah Bradley construction and management services, to name a few. These MWBE's also benefit from having a well-trained and skilled workforce. Efficiency has increased, reducing the duration of the project and reducing ongoing costs. In addition to benefiting contractors, Intro 674 assists in creating a pipeline for more New York City residents to access couriers in the construction industry. By reducing the threshold to 1 million, more workers will have access to apprenticeship training, allowing them to gain the necessary skills set to have a lifelong career as a tradesperson.

The [inaudible 00:49:16] trades work with a number of pre-apprenticeship programs that will be able to place more than their members and apprenticeship programs. Nontraditional employment for women is in strong support of this legislation, recognizing the benefit of this legislation will have for bolstering the number of women in the trades. For these reasons, I urge the City Council to swiftly pass Intro 674. Thank you for your time.

KATIE SHANE: Thank you, Chair Kallos, and all the council members present for hosting this hearing on legislation that will make a significant impact on the construction industry and the greater New York City community. My name is Katie Shane. I'm the deputy political director at the NYC District Council of Carpenters. The New York City Council of Carpenters is a representative body comprised of nine individual locals and 20,000 members. We promote a culture of safety. Every day we work to make sure our members are properly trained, as construction safety is our biggest concern. We care about every one of our members and the risk is too great to not invest in safety training annually. Therefore, our members receive formal and ongoing training on health

and safety risks. Construction is a dangerous occupation and construction in New York City presents unique hazards to workers and to community members. According to the New York City Department of buildings, as of June, 2019, 12 construction workers have died while working on job sites. The New York committee for occupational safety and health, NYCOSH, issued a report in June outlining that falls continued to be the top cause of construction fatalities and injuries. In the last 10 years, and New York City, 78 workers died due to falls, which accounted for 40 percent of construction deaths. The second largest contributor to the construction industry is being struck by an object. Eight percent of construction workers deaths in 2017 were caused by falling debris or suspended load striking workers. This is not only a danger to workers, but to people who may be injured from objects falling onto the sidewalk or streets. Although our organization represents unionized carpenters, this is not a union versus nonunion issue. Intro 674 were the lower the apprenticeship threshold, effectively increasing the amount of training received by all workers in New York City construction sites. Reports conclude that

training is one of the most effective strategies for reducing injuries and fatalities on job sites. In a study published by the Journal for workforce education and development, researchers found that job sites with trained workers received significantly less OSHA violations than jobsites with untrained workers. Additionally, in our report by NYCOSH, 79 percent of New York City jobsite accidents, and which a worker fell and died were at nonunion sites. Union sites are safer than nonunion sites because they are required apprenticeship programs with OSHA courses and training for shop stewards to oversee worksites. Having a well-trained workforce does not only increase safety, but also enhances the capacity, efficiency, and productivity of all contractors. We strongly support Introduction 674 and want to see the current apprenticeship threshold for New York City projects low word as has been done in other municipalities throughout New York State. We urge you to pass introduction 674. And I would like to pass it on to the real experts, some of our members of the New York City District Council of Carpenters.

NATHUD PANAMA: Okay. Is the red light on?

KATIE SHANE: Uh-hm. Go ahead.

NATHUD PANAMA: Good afternoon. Thank you, Chair Kallos, and our Council persons. My name is Nathud Panama and I am a member of Local 1556 of the New York City District Council of Carpenters. I've been a member of the union for 15 years and shop steward for the last year. The member of this union is taught me how to do my job safely by apprenticeship training and gave me four years of in class [inaudible 00:53:15] job site instructions. When I go to work, I am not afraid I won't come home at the end of the day. Every worker should feel-- Should be able to share that feeling. Workers should not feel going to work. Construction is a dangerous job and there is no substitute for proper training. It is a job requires instructions before performing the most basic tasks. I cannot imagine walking onto a jobsite without training. Every safety course I have taken was necessary for a safe work environment for myself, my coworkers, and the public. Now that I am a shop steward, I make sure everyone on the jobsite is safe. I also get to pass all my knowledge as a 15 year member to the younger generation. Safety is my most important concern. So Intro 674

will make sure that all workers have access to training to make sure they are safe. I am proud to be a construction worker and I am proud of the training I have received. I am proud of the certifications I have earned. My hope is that all workers can provide-- can be provided with the same opportunity. Thank you for taking the time to consider my testimony.

CHARLES BULLOCK: Good afternoon. Thank you, Chair Kallos, and Council members present. My name is Charles Bullock. I am a member and a shop steward for Local 926 for the New York City District Council of Carpenters. I have been a member for about 15 years. I am a lifelong resident of Brownsville, Brooklyn. I care very deeply about my community and keeping my communities safe. I am a member of my local community board. I am chairman of my education committee for the community board number five of East New York. I know that training saves lives. Jobsites that receive little to no training, workers fear those environments that they work in. Most of the-- The most common injury is death or fall. Accidents like this are preventable with proper training by apprenticeship programs. On these

nonunion sites, they limit the training of workers not wearing the proper harnesses. When harnesses aren't worn, workers are in danger of their lives. Simply tying off with a lanyard on their harness can prevent fatalities. Plenty of fatalities occurred this year. As a shop steward, I oversee projects where members are working on-- I make sure my members are very safe. It is my job to halt work when something is unsafe like a broken ladder or insecure harness. I know that, as a shop steward, I have a big responsibility in keeping these workers safe is my livelihood. I took off work today to testify before you because the carpenter apprenticeship has changed my life. I wake up every day proud to go to work and to provide for my family. I know that working in returning home safely is very vital to me. I hope that you keep the apprenticeship programs going because it keeps people in my community hopeful of something that can happen in the future. Having a job like a union job could definitely help the middle class. Intro 674 would increase how many workers would be inside these apprenticeship programs. It's a very vital. I want more members of my community to have access to these

jobs I think by passing this legislation, it will make things more possible for my community. Thank you for taking time to listen to my testimony.

CHAIRPERSON KALLOS: Thank you very much to this distinguished panel, as well as the fact that half this panel serves on the community boards. It is a strong indication and I want to see more. I just want to apologize. I'm actually really, really sick today, but this was too important to miss. So, I guess, one question I just want to talk about because I don't think many people know about what a shop steward is, particularly folks at home. So, if you could share what the difference between not having a shop steward is versus having a shop steward, what are some of the times that you would have gone to a shop steward as you were starting, as you were in apprenticeship in-- while you were an apprentice and what are some of the times that you as a shop steward have been called upon and in what ways has that resulted in a safer situation on the jobsite?

CHARLES BULLOCK: As a shop steward, my job is very important. I am responsible for payroll and making sure that these workers have benefits

every day that they go to work. Making sure that they are safe on the job site, that they are not mistreated. I take pride in doing my job every day as a shop steward because, as an apprentice, I really didn't have much direction, but becoming a shop steward, I see the importance of my job and making sure everybody is safe and paid correctly.

NATHUD PANAMA: Hi. The same statement as Mr. Charles, but also when [inaudible 00:59:02] many companies when they are-- when the workers are company guys and they are afraid to speak up. They let me know and I can help them in any issues that they may have whether it's any type of concerns like it's the same thing that Mr. Charles said. And also when it comes to especially to the hours because they need their health care benefits for their families. So, that's one of the main concerns that they have been may ask me how do I report this? How do I go about this? What steps do I take? And I can help them with that.

CHAIRPERSON KALLOS: Have either of you ever been on a construction site where the developer or GC was saying what you to do something workers

felt it was dangerous and workers brought it to your attention and you were able to intervene?

NATHUD PANAMA: Yes. Usually it happens once a month.

CHAIRPERSON KALLOS: So, can you-- I appreciate the fact that everyone in the room is laughing about the frequency of the occurrence, but it is no laughing matter. Could you give us just an example? Please don't mention any particular employers, but what--

NATHUD PANAMA: Uh-hm.

CHAIRPERSON KALLOS: What are we talking about here is that folks are raising a safety concern to you?

NATHUD PANAMA: Okay. My main job is scaffoldular bridging. When there is not enough people, sometimes it gets a little unsafe to do a big job with not enough members. Not enough carpenters. Like in scaffolding frames, instead of passing-- instead of having a member in each frame, we have two then skip the frame and then we have to throw materials from one member to the next one down. That could be dangerous. A lot of people get hurt many times. Always a lot of those people. Even no matter

how prepared you are with you PPE, it was still somehow get hurt a little bit, at least. And it happened on a jobsite when the job was-- we didn't have the job when we were able to put one member on each scaffold. The supervisor said, okay. I want half the members now to go to another job and I stop the supervisor. I said, listen, we are safe now. Finish the job first and then move on to the next one. There was a little discussion about it, but I finally was able to get him on my side.

CHAIRPERSON KALLOS: And how does apprenticeship training inform you in those situations and inform you in knowing what is safe and what isn't?

CHARLES BULLOCK: Well, we have OSHA 10 and OSHA 30 classes that are very informative and they give us information that we need to go out in the field so we can work safely. But during those classes is one thing, but being out in the field is another thing and that's the importance of having a shop steward there. When you are in the printers, you go out there with a lot of energy. The shop steward gives you a little bit more direction of

what's to come, you know? But having this training on apprenticeships is very vital. Thank you.

CHAIRPERSON KALLOS: Question two local 1010. An employer and the company was bidding on road work and they did not currently have an apprenticeship program and they approached local 1010, could they gain access to an apprenticeship program for their existing and always and would they pay-- where the employer have to pay you directly or would it come from the employee payroll?

LOWELL BARTON: Well, when a contractor bids and they want to become union, they just sign a contract. That's it. And, from that point on, the-- So, the contractor would just sign up for this and we send them skilled workers. We often accept the contractor's workers and welcome them into our training program to get them up to speed. We have a steward there to make sure that, you know, if they do need training, we pointed out that they need it, but, yeah. It doesn't really cost anything. As a matter of fact, it saves money because with union contractors, your insurance goes down and, with the prevailing wage job, a contractor who is nonunion has to pay the wages and the benefit weekly to the

employee as opposed to the wage and you could pay the benefit within 30 to 90 days to compliant. And, with that said, you have more working capital. And you have less payroll taxes. So, you are-- there is a savings. There is a clear savings for contractors who are signatory. And that is why we are so competitive. It helps a lot and, especially with injuries and, you know, is you have workforce injuries on as a bidding contractor and you have a history of it, a lot of the agencies won't even consider your bid.

CHAIRPERSON KALLOS: So, again, good analysis on more time. So, there was a lot of conversation from the first panel. One of my colleagues was asking questions. So, can anyone sign a collective bargaining agreement?

LOWELL BARTON: Yes.

CHAIRPERSON KALLOS: and once they sign back collective, do they have to pay money to sign the collective bargaining agreement?

LOWELL BARTON: No.

CHAIRPERSON KALLOS: So, they sign a collective bargaining agreement. You start training their existing workers--

LOWELL BARTON: Correct.

CHAIRPERSON KALLOS: and then you can provide them with additional skilled workers.

LOWELL BARTON: Correct.

CHAIRPERSON KALLOS: And then it just comes from those workers payrolls.

LOWELL BARTON: Correct. Yes.

CHAIRPERSON KALLOS: Okay. So, I guess I'm lost when folks are talking to me about the fact that they don't have the expertise to do this. It sounds like, as they don't have the expertise and they need help, they can actually just go to the union that is doing that type of work that they are doing and shove sign a collective bargaining agreement.

LOWELL BARTON: Yes. It's that simple and they actually save money with the insurance and may save money with the payroll tax and they usually succeed very well.

CHAIRPERSON KALLOS: And then they would-- there would be a shop steward on the site to try to help folks, so, all in all, it all provides assistance. So, those are my questions. I will turn it over to the bill sponsor.

COUNCIL MEMBER ULRICH: Thank you, Mr. Barton. I want to single out Mr. Barton and the Laborer's Union in particular. They have really been leading the charge on this issue and they are leading not because it's going to increase their membership by tenfold or that it is going to only benefit them. They know that this is going to benefit every single worker that is on one of these construction sites. It is going to make them safer. It's going to make sure they are compensated properly, that they have a level of job security and, again, a ticket to the middle class. So, I want to thank you, Lowell, for your advocacy and your persistence on this matter because I don't think without it we would even be here having this hearing today. So, I want to thank you for that.

LOWELL BARTON: You're welcome, Eric.

COUNCIL MEMBER ULRICH: I want him to ask a question that I am very interested in. What changes do you think we could make to the bell or modifications that could address some of the concerns that people have regarding a lack of minority participation in the apprenticeship programs? What protections or what could we build into the

legislation that, maybe, is there or isn't quite as clear that could address some of the concerns that the administration has that this is somehow going to disenfranchise MWBE contractors? I don't think anybody wants to do that. That's not the goal of the bill.

LOWELL BARTON. No. And, you know, I would like to be a part of that conversation with the MWBE's. I don't know if there are any in this room, but there are so many advantages that aren't looked at. We have a large amount of WMBE contractors. I as, in the field, work for them and the success rate in construction is the skill of your workforce. The skill that you have in management and the experience that you have. And right now, I think the way the directive is, 30 percent of all contracts, WMBE's, as subcontractors, is very proactive and, you know, it brings great-- but that doesn't affect these jobs because most of our contractors, they do subcontracting and they are covered by collective bargaining agreement, anyway. And also, as a WMBE contractor, as a subcontractor, that is the largest market that they have. Contracts require subcontracts to MWBE's at 30 percent. If you have a

bad contractor, GC, bidding the job that has no experience and has no [inaudible 01:07:34], MWBE's probably aren't going to get paid at the end of the day when they under default or when, you know, when they are not able to make payroll. So, there is a lot of positive that good contractors being and I see right now, that under the directive, they have grown, MWBE where 25 percent may look like a low number, but it's a lot better than it was five years ago. And the opportunities are there written into every contract and that's happened-- and I think that directive is great and it's almost to the point where there's not enough of them registered yet. So I think to help WBE's would be just getting more of them with the experience workforce able to complete the job on time and to try to eliminate some of those general contractors who are not paying them because that's one sure way for an MWBE to be out of business.

COUNCIL MEMBER ULRICH: Yeah. I mean, I understand the concern that Helen Rosenthal raised with me privately and also at the hearing. I think she tried to articulate some of those points. We certainly don't want to disenfranchise anybody or

make it seem as though this bill is meant to cut any MWBE out of the competitive bidding process. We don't want to do that. If there was any language or anything that we can insert in the bill, we're going to work very closely with the trades and-- to make sure that those protections are put in place, but we are eager to pass the bill. We know how beneficial this is going to be and, also, quite frankly, for the quality of the construction, I mean, I've known so many projects, for instance, that were completed by companies with the parks department, for instance, or this-- even the sidewalks contracts to fix broken sidewalks in my district. And when I was first elected 10 years ago, we had put in a large sum of money to help my constituents-- this is in the prior administration-- and it had to be put out to bid three separate times. It took over three years just to find a contractor who was qualified and vetted and met all of the requirements and could actually have the capacity to do the work. One contractor, the first one, was actually thrown out of the city system. He was convicted on something else unrelated to that particular project. The next one lacked the capacity and I think the third one lied and then they

finally coupled it with a couple of other contracts and that's how we were able to move it out and get the work done. And this is just a very simple-- it was like a million dollar contract for fixing people-- you know, 400 sidewalks in my district for seniors and homeowners that would, otherwise, have to pay for it themselves. The current system that the city is using for some of these smaller contracts-- well, they're not so small, but the city would consider it small, is not efficient. It's not consistent and, sometimes, not only is it dangerous to the workers, but the work is not that good. The final product. I think that if we pass this bill, we waiting to see a lot of projects move, you know, more quickly, also, the work will be done according to the spec. According to the building code. According to how it is supposed to actually be done. So, I-- you know, I'm very eager to pass this bill. It's not intended to hurt any particular group or any particular contractors. We want to make the jobsite safer. We want consistency and we want more people and hurrying the apprenticeship programs and the benefits that they offer and we want to hold the city accountable. Right now it's like we have project labor agreements

with some agencies, but not with others and there is a lot of abuse going on right now and I think that the administration turns a blind eye to it. I think if we pass this bill, they won't be able to turn a blind eye because there will be another layer of oversight. That the union will be watching to make sure that their workers, the men and women who are on these sites, that they are safe. That the job is being done properly. I don't think that is a bad thing. That doesn't cost us anything. We are paying for it anyway in the prevailing wages. So, I want to address whatever MWBE concerns that they have. I want to work with my colleagues, the Chair of the committee, and also Helen Rosenthal to see if we can address some of that and amended this bill, but I want to pass this bill. This has to get done. We can't leave this to the mercy of the mayor. I bring up the other point that we have who knows who the next mayor is going to be. That's not going to be me. Don't worry. You know? But we don't know who the next mayor is going to be and we shouldn't believe something as important as this to the mercy of the mayor, however the mayor happens to be. It's not a good policy for the city of New York and for

the working men and women of the city of New York. We just can't allow it. So, Mr. Chair, I'm going to do everything I can to address those concerns, but we've got to pass the bill. It's very, very important. Thank you, again for your support.

CHAIRPERSON KALLOS: Perfect. Just quick follow-ups for carpenters, Katie and Lowell at the laborers. Can small businesses signed a collective bargaining agreement?

KATIE SHANE: Yes.

LOWELL BARTON: Yes.

CHAIRPERSON KALLOS: Can either of your labor organizations refuse somebody who wishes to sign a collective bargaining agreement?

LOWELL BARTON: No. Not unless they were like being arrested the following day or they--

CHAIRPERSON KALLOS: Okay. So, anyone-- any sized employer can sign a collective bargaining agreement. Can a business owned by a woman sign a collective bargaining agreement?

KATIE SHANE: Yes.

LOWELL BARTON: Absolutely. We actually--

CHAIRPERSON KALLOS: Can--

LOWELL BARTON: we're proud of it, too.

CHAIRPERSON KALLOS: Can--

LOWELL BARTON: We market them.

CHAIRPERSON KALLOS: Can a business owned by a person of color sign a collective bargaining agreement?

LOWELL BARTON: Absolutely.

KATIE SHANE: Yes.

CHAIRPERSON KALLOS: Is there any discrimination that they face in being able to sign on to a collective bargaining agreements that you are aware of?

KATIE SHANE: No.

LOWELL BARTON: No.

CHAIRPERSON KALLOS: Okay. That's it for--

CHARLES BULLOCK: Excuse me. I want to just make one comment.

CHAIRPERSON KALLOS: Yeah.

CHARLES BULLOCK: As far as diversifying the apprenticeship program, I'm think about implementing apprenticeship training into high schools in minority neighborhoods. Like Transit Tech High School, I've been speaking to the principal for

Transit Tech High School and he wants to sit down at the table and actually consider adding an apprenticeship program where these kids could receive some type of training in high school before they actually enter the apprenticeship so they can have a heads up of one they are getting into before they get into the union trades. So, I just wanted to put that on the table is something for consideration.

CHAIRPERSON KALLOS: Count me in. I've been working on that. There's a high school called Co-op Tech which is across the street from my district and I've been trying to work specifically at the request of the carpenters on how to do pre-apprenticeship and apprenticeship so that students-- particularly at risk students and students who aren't interested in completing their studies in high school-- can start making quite a lot of money at 16 and 17 as soon as they are legally allowed. Thank you very much to this panel. You are excused. Our next panel is Felice Farber from General Contractors Association, Melissa Shetler from Pathways to Apprenticeship, Carolyn Kassow from Nontraditional Employment for Women, and Manuel Castro from New Immigrant Community Empowerment. Full just

disclosure, one of the members of this panel is a constituent and, therefore, my boss. Another member of this panel oversees an organization, NEW, where one of my very close friends graduated and now a plumber. So I want to thank them and be fully disclosed about all the different ties I may have. You may begin whenever you wish.

[background comments]

FELICE FARBER: Good morning. I'm Felice Farber, senior director of policy and government-- an external affairs of the General Contractors Association. Thank you, Chairman Kallos, Council member Ulrich, and members of the committee on contracts for the opportunity to testify today in support of Intro 674. The GCA represents the heavy civil construction industry in New York City whose members construct roads-- New York's roads, bridges, transit, water and waste water systems, parks, schools, and building foundations. Our members are a diverse group ranging from the largest national and international contractors to small family-owned businesses and minority and women owned firms. The counselors made worker training and safety a priority, passing a number of the bills that require

extensive safety training, including local law 196. Intro 674 is another's step right direction towards protecting workers. Through apprenticeship programs, workers learn skilled trade preparing them for careers in the construction industry. Through a combination of classroom instruction and on-the-job training, workers who participate in and apprenticeship program are better prepared for the work force and more successful in their careers. And I just want to bring up a couple of points that were raised earlier and answer a couple of questions. The construction industry is a skilled trade. I think there is a perception that this is not a skilled workforce and that you can just bring in anybody off the street to do construction. These are skilled workers. Apprenticeship programs provide workers with the skills and the certification and the training may need to perform a scale, whether that is being an ironworker or dog builder or even a laborer. These are skilled positions and I think that it is important that workers get the training that provides them with the skills to perform that task and to do so in a safe manner. In the gated extensive safety training through the apprenticeship program. So, I

think this should really be perceived as a worker protection bill. It also provides opportunity and access to good paying jobs. And I think that is an important point. Through the apprenticeship program, there is an opportunity for steady work and steady work in what are families sustaining wage jobs and I think that's critical and protects a wide diverse range of workers. It also provides access to steady jobs and careers so that we are not talking about an itinerant workforce. We're talking about really skilled, permanent jobs for workers that helps-- it helps create a stable middle class workforce. And as for the MWBE issue that has been raised, it really-- it helps small firms, whether they are MWBE's or not MWBE's, scale up by having ready access to a pool of skilled workers so that they can take-- go from the small job to gradually build up to a larger job and be able to handle that increase in work with a steady, skilled workforce. And I think those are some important points that I just wanted to raise. So thank you for the opportunity to testify today. We are very much in support of this bill.

CAROLYN KASSOW: Good afternoon. My name is Carolyn Kassow. I am the communications and

development associate at Nontraditional Employment for Women. Thank you for the opportunity to testify on behalf of NEW. NEW prepares, trains, and places the women in careers and skilled construction, utility, and maintenance trains and much more helping women to achieve economic independence for themselves and their families. NEW strongly supports Intro 674 which promotes-- Excuse me. Which promises to create more opportunities for women to enter skilled trade careers. Apprenticeship, I have learned new graduate community of more than 3000 will tell you, is the gold standard and construction employment and the city of New York can deeply encourage it through this legislation. We applaud Liona [sp?], Council member Kallos, and their partners for leading this important effort to open doors for more New Yorkers. More apprenticeship opportunities means the inclusion of more women and more people of color in the most robust and supportive career path in the industry. The city can make its own purchasing power and engine for creating more apprenticeship opportunities and fill the real industry need for skilled workers. Now, there are dozens of challenges still facing women in construction, I received can easily imagine

and might have seen. That's why we do what we need to hear at NEW. Women are often the last hired and the first fired, have trouble obtaining bathroom access and proper safety gear and, of course, face a culture that can be exclusionary based on antiquated gender bias. However, we know that we overcome those issues by bringing more women, especially women of color, into these great career paths. Representation means a fair shot and fair treatment. Jobsites now aren't what I would call amazing for women in 2019, but they have improved drastically over the years because of more women pushing their way into the industry. That's not something for us to rest on. That is evidence for us to keep pushing for more women to enter the trades and to keep shifting the culture and dialogues happening in construction for the sake of equity. More women and apprenticeship and more women completing apprenticeship will directly bring about that future. We hope you well and act Intro 674. Let's open doors to careers for those New Yorkers who otherwise would not have had the chance. Thank you very much.

MELISSA SHETLER: I think I have a red light. Good afternoon. Thank you for taking the

time to hear my testimony. I am the executive director of Pathways to Apprenticeship. We are a pre-apprenticeship program that provides training and placement in union construction apprenticeship programs. We recruit for our classes through a number of partnerships. For example, we work with the New York City Housing Authority, NYCHA, to provide career pathways to public housing residents. Additionally, nearly half of our participants come from the reentry community and we work with our partners at the Osborne Association, Get Out Stay Out, at Federal Parole, and Fortune Society, among others, to connect those coming home from incarceration with union construction career opportunities. Parolees are particularly vulnerable population, easily exploited by unscrupulous contractors due to overly burdensome release rules and they often don't have a voice the work is. We see apprenticeship and representation as key elements in protecting their rights, and increasing their safety on the job, and in reducing recidivism. Whether working in Coney Island or Far Rockaway, West Harlem, or Redhook, or Brownsville, as the Councilman was here earlier, Intro 674 well help us fix and

these opportunities to real middle-class opportunities and apprenticeship means safety. Apprentices are given thousands of hours of on the and in classroom training and safety is key. And it's not enough-- and this is really important given the new legislation. It's not enough to say you have required someone to take OSHA 30 and fall protection. It means giving them a voice on the job and the ability to go to their shop steward or their foreman when they see something dangerous without fear of being fired. Apprenticeship means representation. Apprenticeship means women have the opportunity to do the same job for the same pay. Lowering the MOCS threshold from 3 million to 1 million will increase opportunities and open up more placemat slots for more graduates of programs like Pathways to Apprenticeship, Nontraditional Employment for Women, Rebuilding Together, and many of our other partners. Duane Towns is a graduate of his program who has spent half of his life behind bars. Since graduating, he is gone on to graduate is apprenticeship program. So, I just want to be clear that apprentices don't stay apprentices. They do, in fact, graduate and become journey workers. Not only

did a graduate, but he is now a shop steward in the field represent team in protecting his brothers and sisters on the job. His success lifts up his family and his community. He teaches our pre-apprenticeship classes when he can. He attends our information sessions to help others navigate his past and to be a model of what is possible. He wanted to be here with us today, but he is at work and that is exactly the kind of problem I like to have because it means we succeeded. Let's make sure that our public dollars are leveraged to do the most public good. Let's pass Intro 674 and show that the city is truly invested in the safety and long-term career health of all New Yorkers. Thank you.

MANUEL CASTRO: Good afternoon, Chair Kallos, and members of the Committee on Contracts. My name is Manuel Castro. I am the executive director of New Immigrant Community Empowerment, NICE. We are a Queens based nonprofit organization celebrating our 20th anniversary this week, actually. Thank you for the opportunity to testify. I am here on behalf of our members, predominantly day laborers and immigrant construction workers. And we are here to express our strong support for Intro 674. The

bill would ensure more quality training for workers as more contractors would need to maintain apprenticeship agreements with programs registered and approved by the Department of Labor. Lowering the apprenticeship threshold would increase the level and amount of training received by all workers, which would open further opportunities for communities like ours who have been historically excluded from these transformative programs. We believe in apprenticeship program is one of the most effective pathways for the most vulnerable New Yorkers to build a career in, at the same time, support themselves and their families now and well into the future. Moreover, stronger apprenticeship requirements also improve the safety of all workers by reducing the number of bad actor contractors unwilling to invest in their workers safe being in safety. According to the industry standards, as has previously been noted, companies that do not have apprenticeship programs tend to have greater default rates, as well as higher rates of disqualification and disbarment. For these reasons, we urge you to pass Intro 674, which will support the career development of so many New Yorkers, but in particular those workers who have not

historically had the advantage of an apprenticeship as a platform from which to launch and develop their careers. Thank you for the opportunity to testify in a puppet answer any questions.

CHAIRPERSON KALLOS: We have been joined by Councilman Kalman Yeger. He's actually in three places at once. He had two hearings and he was actually here before we gaveled in. Thank you and welcome. For NICE and NEW, do you have copies of your testimony for the record?

MANUEL CASTRO: Sure.

CHAIRPERSON KALLOS: The Sergeant-at-arms will accept them from you if you could do that right now.

CAROLYN KASSOW: I handed it in when I walked in.

CHAIRPERSON KALLOS: Perfect. If we could-- If you could bring the NEW testimony up. So, I guess, my first question to Manuel at NICE, you're representing new immigrants. If they are on jobsites that aren't-- don't have apprenticeship, what typically happens with new immigrants? What do their wages usually look like? What kind of training do they get before they get on the jobsite or once

they are on the jobsite? What kind of injuries are we seeing amongst new immigrants when they are on these jobsites without-- depending on their training and what have you.

MANUEL CASTRO: Thank you for the question. Unfortunately, new immigrants have some of the highest rate of injury and death at the workplace at construction sites. This is in large part because employers take advantage of, often, their immigration status and do not provide the adequate training or equipment and safety conditions to work at these sites. So, unfortunately, we see a lot of wage theft, a lot of workplace abuse, and so, so many of our members, you know, deal with that on a daily basis and, certainly, this would allow us to have more opportunities for members to get their required training and, hopefully, work with good employers that are looking out for their safety.

CHAIRPERSON KALLOS: Give me one second. I'm just trying to review some of the testimony. Melissa, could you tell me a little bit more about the opportunities if you didn't have Pathways to Apprenticeship and you were there working with Osborne Association, Get Out Stay Out, Federal

Parole, and Fortune Society, what kind of opportunities would there be in terms of the fact that you are seeing people going from apprenticeship to graduating to having jobs. How important is it to having a threshold where there is not only apprenticeship, but jobs to continuing that pipeline to-- and get people out of prison and away from recidivism?

MELISSA SHETLER: Sure. So, I think I heard two questions, but one is--

CHAIRPERSON KALLOS: Yes.

MELISSA SHETLER: like, obviously, the more jobs we create that are affiliated with apprenticeship, the more spaces open up. And apprenticeship recruitments are overseen by the Department of Labor and, as many folks know, is a state regulation and it is a complex system. And so, programs that are pre-apprenticeship programs help folks to navigate those processes and make sure they get direct entry into those programs. And that isn't just us in the pre-apprenticeship field, but that's our union partners who are really committed also to making sure that folks who are coming home and folks from communities who, you know, really need middle-

class jobs are able to access these middle-class opportunities. So, we are able to work-- just for one example, this morning I was over at Federal Parole where they had managed to get 10 numbers through the lottery system-- the way that the Department of Labor runs this-- for the laborers local 731. Very excited group of people going in for an interview. However, this community, for themselves, might have felt blind to what that interview might look like. Fortunately, because the laborers and other unions are very invest head in people's ability to navigate this process, I am able to go away and an answer their questions and I am able to write letters of recommendation based upon my conversations with them to really get that extra navigation point so that people are not excluded from these opportunities and, therefore, the more opportunities that exist, the more folks can make this pathway there's.

CHAIRPERSON KALLOS: Question for General Contractors Association. In your testimony, you mentioned that you have, and I quote, GCA members are a diverse group ranging from the largest national and international contractors to small family-owned

and minority and women-owned firms. Can you develop more about that last portion? A significant amount of concern has been expressed about access to apprenticeship for MWBE's. What are you seeing in your membership in terms of what barriers there are or not.

FELICE FARBER: So, at the GCA, we're 100 percent union organization, so all of our members are signatories to the union agreements. But the benefit of joining an association for whatever that trait is that you work in is that it helps you navigate those union agreements on whatever of the workforce issues are. So, if you're a building contractor, there is an association for that. If you are a plumber or electrician, there are associations for that. The Association can help smaller businesses and MWBE's really manage what that union relationship is. Their representation on dealing with grievances or any jurisdictional disputes or issues like that that really helps, I think, provide opportunities for MWBE's to be more successful. In addition, because we are union organization and represent union contractors, having MWBE's that participate in apprenticeship programs and are

signatories through the union contracts, I think, really provides the more opportunities and more opportunities to grow into being larger contractors. And, as I mentioned earlier, one of the key elements is the ability to scale up the workforce as you grow and being able to handle bigger scopes of work. And to be able to handle both small and larger projects-- and I think one of the things that have been a participant in a union agreement as it does provide to you that access to that skilled workforce and all of you to scale up and take on ever larger components of work.

CHAIRPERSON KALLOS: Would it be within GCA's mission our purview or even just courtesy if there are MWBE's that have concerns about this legislation to address-- to be a resource to them to see how they could, not only work through this, but thrive through this legislation were it to become law?

FELICE FARBER: Absolutely. And I think one of the things we do is encourage MWBE's if they do heavy civil work, which is the scope of what GCA members do is to join the Association so that we can help provide them with the guidance, but certainly we

can answer any questions and help out anyone on what their issues. And I think one of the things that could be helpful our training programs that the city could provide her various associations could provide that really explains what it means to work union and provide that assistance in helping the firms understand what it means-- and not just union because, obviously, we have talked today about the variety of are apprenticeship opportunities. But what it means to work through an apprenticeship program which would be to participate in an apprenticeship program and what those opportunities are. And perhaps that could be through small business service says that provides a lot of training programs for MWBE's.

CHAIRPERSON KALLOS: Last question for this panel goes to Nontraditional Employment for Women, NEW. How many women are entering the apprenticeship program every year? How many are graduating from it? And if we were to pass this, would it increase the amount of apprenticeships available and your through put--

CAROLYN KASSOW: Sure. Thank you for your question. So, program's team can definitely

follow up with specifics on numbers for each year, but in the past 10 years alone--- and we've been around for 41 years as of this spring-- 2700 new graduates have secured employment as the union apprentices and a variety of trades. The other question you had was regarding placement?

CHAIRPERSON KALLOS: Placement and whether or not if this were made a local law whether or not that would increase your throughput and the number of women who could enter the trades?

CAROLYN KASSOW: I definitely believe it would. Yes.

CHAIRPERSON KALLOS: Thank you. I'd like to excuse this panel. We have two more panels. The next panel has-- hold on one second. Next panel will be-- Sorry. Going to have three more panels. The next panel would be from Rebuilding Together. We will have Robin from Rebuilding Together, Jesan from Rebuilding Together, and Tanisha from Rebuilding Together. And we will add to that panel Jamel Dickerson.

[Background comments]

ROBIN BROWN: So good afternoon--

CHAIRPERSON KALLOS: Sorry. We will also throw Alex Gleason on this panel if he is still here. You may begin.

ROBIN BROWN: So, good afternoon, Chair Kallos, and the other Council members. My name is Robin Brown. I am the director of the workforce training program at Rebuilding Together NYC. Rebuilding Together is actually located within the Kiwanis Redhook area. We serve candidates in all five boroughs. We are a six-week training program. We provide four weeks actually in the classroom and two weeks hands on in the field. While we do not teach any particular trade, waived to actually insure and support our candidates into moving into unionized apprenticeship opportunities. Over the last 18 months, we have placed 75 candidates within the building trades and, to name a few, Local 79 Mason count tenders, Local 1010, Local 3 Electrical, DC 16 Cement and Concrete, just to name a few. Our students are 60 percent NYCHA residence, 90 percent of people of color, and 28 percent female. We work with the Office of Storm Recovery and Resiliency with NYCHA. And we solely support Intro 674. We do feel that this is an opportunity for our students to open

up apprenticeship opportunities. We do train 124 students per year and the reason why we keep that number is because we want to manage expectation. We do feel like we can increase that number reaching out to more communities of color, reaching out to younger people where college is not necessarily at that moment there career pathway, but also providing the opportunity to do trades aware they have an opportunity to learn hands-on. And then, with some of the trades there, and also they are able to earn credentials, and associate's degree or a bachelor's degree. We do feel that locals-- Intro 674 would also support safety training. We start the process. We start the process with teaching students 30 hours OSHA, eight hour floor protection, two hour drug and alcohol, giving them, you know, as to how they can judge safety on a particular site. We do teach our students that, while construction is dangerous, you will, can, and will get hurt, but depending on the severity as to what will happen with you is based on the level of safety training. So you are able to get to that site, make a decision. Make a decision to reach out to your shop steward related to your work at that particular site. We are hoping, with the

passing of Intro 674, that we can actually increase the capacity of moving candidates into apprenticeship opportunities where they have an opportunity to learn from the experts. They have an opportunity to go to school and acquire additional credentials. Thank you.

CHAIRPERSON KALLOS: Thank you. Anyone else?

JASAN PONCE: Good afternoon. My name is Jasan Ponce. I am a pre-apprentice at Rebuilding Together NYC. I recently graduated hoping to secure a position as a unionized apprentice in the building trades. Specifically I want to be in DC nine. We are in support of Intro 674. It will provide a pathway for people like myself to get into a career in the construction industry. We need and want a good career as a unionized apprentice and I want to be stabilized for me and my family. Thanks.

CHAIRPERSON KALLOS: Thank you. DC nine is a great union.

TANISHA CRUZ: Hi. My name is Tanisha Cruz. I'm a US Naval vet. I also--

CHAIRPERSON KALLOS: Thank you for your service.

TANISHA CRUZ: Thank-- You're welcome. We also support Intro 674. It would allow for people like myself to get into the unionized building trades. I recently graduated for a pre-apprenticeship program at Rebuilding Together NYC. I look forward to the opportunity to work in a career that is stabilized for my life and the life for my family. I look forward to the opportunity where I can work as an apprentice to learn from the best all working safe and contributing to the city of New York. I also am looking forward to work with DC nine.

CHAIRPERSON KALLOS: Coming through the Helmets to Hardhats program or a different program?

TANISHA CRUZ: No. Rebuilding Together.

ROBIN BROWN: It's Rebuilding Together.

CHAIRPERSON KALLOS: Great. Thank you very much.

JAMEL DICKERSON: Good afternoon. Thank you, Chair Kallos and all Council members present. My name is Jamel Dickerson. I'm a proud member of local 45 of New York City and vicinity, District Council of Carpenters. I'm a resident of Far

Rockaway and a third year apprentice. Entering the carpenter apprentice program is changed my life. I know that now I have a long term career with upward mobility. I can support my family because I have stable work and benefits like health care. Many workers cannot say the same. I am grateful for the opportunity to be a union carpenter. Every day I learn something new on my training. The first classes you take as an apprentice involves safety. These classes include OSHA 10, for our scaffold, construction floor protection, and hazardous materials, amongst others. When I step into the job site for the first time, I knew I was equipped with the knowledge. I was prepared to carry out all tasks asked of me in the safest possible manner. I never felt unsafe or felt like my life was put at risk. My training teaches me to be a safe worker while I gain real life experience. While being mentored by more experienced members on the job site, I have seen just how important safety training news. Construction is a dangerous job and there are many opportunities for someone to get hurt. If someone does not know how to perform the task properly, it can put everyone at risk. Intro 674 make sure that all workers have the

training that they need to work safety. When I graduate my apprenticeship, I know that I will have the proper training to keep myself and others out of harms. I want other workers to have the same. Thank you for taking the time to consider my testimony.

CHAIRPERSON KALLOS: Thank you for your testimony. I just want to zero in on an issue you brought up in terms of the apprenticeship and safety. Can you talk to me about situations you have been in previously or even on an open shop job where somebody didn't have the same apprenticeship as you and didn't have the skills and where you felt like they were making dangerous decisions?

JAMEL DICKERSON: Well, actually, I was fortunate enough I came into the carpen-- I did a pre-apprenticeship program.

CHAIRPERSON KALLOS: Uh-hm.

JAMEL DICKERSON: So I never worked at a nonunion job.

CHAIRPERSON KALLOS: Oh, great.

JAMEL DICKERSON: But other individuals that I work with that were nonunion before, they always tell me how lucky I am that, you know, years ago they use to work very unsafe and now it's lucky

that I am in a union where all I know is, you know, safety first. If anything that they have to go on a-- like the guy was talking about scaffold, I make sure that I have a harness and make sure I'm tied off and guys tell me, you know, years ago they never had that opportunity. So, you know just having conversations with guys that previously worked.

CHAIRPERSON KALLOS: Thank you. And for Rebuilding Together, you testified that you currently have 150 apprenticeships per class. If we were to pass this law and open up more of the city contracts, how large could you anticipate yourselves growing?

ROBIN BROWN: So we actually keep the classes at 120 students per year.

CHAIRPERSON KALLOS: Okay.

ROBIN BROWN: If you were to open up and pass this law, we could actually train more. We are a pre-apprenticeship program that is recognized by the New York State Department of Labor and were also our direct entry partner. So, in the training, we actually start the process. We actually teach our students what it's like to work with in a construction site and how to work within unionized labor. So, if you were to pass the law, we

definitely would be able to provide more opportunities to those who reside in New York City.

CHAIRPERSON KALLOS: I want to thank this panel. I want to thank all of you for testifying. I want to apologize to Jamel that we did not include you with the other panel with the rest of your brothers and sisters in the Carpenters, but you got to be on a panel with some future brothers and sisters at DC nine. So, thank you very much and thank you to this panel for your great testimony. Our final panel today is a panel in opposition from the NYC MWBE Alliance, 400 Foundation, and G1 Quantum. Do we have Greg Waltman?

[background comments]

CHAIRPERSON KALLOS: Okay. We are on our last panel. If you haven't had a chance, please feel free to fill out a slip. We are just going to get that taken care of. Again, if you would like to testify, but haven't had a chance, you can submit your testimony within 72 hours to contracts@benkallos.com. Just as I mentioned at the beginning of the hearing, this is the testimony we already have and support. I want to thank everyone

for being under their five men ends in, you age, you may begin.

KAHLI MOOTOO: Thank you very much to the members of the Council. My name is Rev. Dr. Kahli Mootoo. First and foremost, I'm a son of New York City, born and raised in the Bronx. I am the pastor of Emanuel AME church in Harlem. I am the vice president for government relations for are AL Consulting. We are in MWBE monitoring firm and I am one of the foundering members of the 400 foundation. We are more movement for economic justice working with pastors, and job training programs, and small businesses across the state of New York. I don't really want to use the term opposed because we are not opposed to training and we are not opposed to apprenticeship programs.

CHAIRPERSON KALLOS: Great.

KAHLI MOOTOO: We are just opposed to the approach that the legislation takes to that. This bill looks at apprenticeship programs from the top down and I think we should be looking at it from the bottom up and I'll tell you what I mean. Large firms in our large trade unions have very robust training programs. These programs are in place and

they work very well do we great job training our union shops, training are very large construction firm. Small businesses, small construction firms who are on their way up, when they reach the threshold was and they can then head for jobs between that 1 million and 3 million dollars threshold, they don't have the capacity to train their workers on that level. They will then have to bid on jobs and increase their bid in order to cover the cost of training. When larger firms bid on smaller numbers, what they're doing is increasing their bottom line. When smaller firms bid on these same numbers, they are just keeping their firms alive. Right now, unions, they comprise about 20 percent of the construction jobs across the state of New York. That means that there is 80 percent of construction workers who work in nonunion shops and those jobs normally bid on the lower jobs. So, when we begin the part that added pressure on them and leveled the playing field so that it tips towards the larger firms, the smaller firms will suffer. Take firms do not need to have any help and it seems as if this bill will help them rather than helping out smaller firms. If we want to truly impact training, we

should pen a bill that does just that. That appropriates money for training, warns the money to independent training programs, that many of which we saw testify here today with impacting the procurement process. When we say event numbers between 1 million and 3 million have been given apprenticeship program, we are now moving from the focus just being on training to impacting the procurement process which then stops smaller firms from being able to win contracts. Passing this law, the way it is written, will force smaller firms to raise their bid, will price out MWBE's and lower their procurement. Initial training will not, necessarily, make the worksite safer. Continued training will make the worksite safer. We would propose that the bill would advocate for those who have been on the job for 10, 15, 20 years to receive continued training that is not necessarily connected with the threshold number. A firm that is building on a 100 million dollars job still needs to have continued professional training to keep the worksite safe. Not necessarily the initial training which doesn't always come from the local firm, but many times comes from independent firms who do a very good job of training, which is

not connected to a procurement number. We think that the bill should take the time to study how the 3 million dollar threshold has impacted the apprenticeship process, has impacted training, and then come back and look and see how lowering it to 1 million dollars would not only impact apprenticeship, but would also impact the MWBE's and the small businesses that normally bid at those levels. I thank you.

UNIDENTIFIED: Good afternoon, everyone. Thank you for giving me this time--

CHAIRPERSON KALLOS: Press. Press the red button.

UNIDENTIFIED: Okay. Can you hear me now? Okay. Good afternoon, everyone. Thank you for giving me this opportunity to address the Council in regards to this legislation. I am here today. I'm representing the New York City MWBE Alliance. I am also representing Jacques DeGraff at the 158 Coalition. I am a general contractor, as well. Also, 2021 candidate for mayor. As I sit here right now, I have heard a lot of people say a lot of things as it relates to safety. I'm a person that is all for safety. I'm for creating jobs. I'm for higher

wages. We live in one of the most expensive cities there are in the world, but I think that this bill, as written, hasn't taken into consideration every one that is involved and every one that will be impacted by the implementation of this legislation. This legislation, as it is currently, will have a negative impact on MWBE firms. Right now, the city has a goal for 30 percent utilization for MWBE's and the city already right now is not meeting that goal. To put the additional burden of an apprenticeship program on firms is not something that is going to help them. It is going to hurt them. I believe we need to come up with a solution that addresses the need for safety and I think that was partly done with safety bill 1447 that requires now that, regardless of contract size, and that all employees, all employees of general contractors are required to have 120 hours of safety training. That's regardless of whatever the size of the contract is. So, I believe that all of the issues are related to the safety are addressed in that and that we should put on hold implementation of this until we look at all the touch points and ensure that implementing this we're not hurting anyone else. We have to come up with a solution that is going to

work for everyone. Also, when we look at this bill, we need to ensure that I understand that firms, seems fairly easy for a firm to be, union firm. But will that mean that the firm is now required to do union work going forward on all of their contracts? If that means that if a 500,000 dollar contract comes through in that small firm now still has to work as a union firm, that will have impact. That will have impact on their ability to win projects, especially when they are having to include that costs in their bid and, just like the other gentleman said, the larger firms already have that already in place. I know there was an issue in regard to wage theft. The implementation of this bill is not going to address that. That's an issue that we have to address as it relates to being a decent person. Before we implement this bill, we have two address the requirements that look into how future projects that are under 1 million dollars will be implemented and impact. Before we implement this bill, we need to address the issue of the city having slow pavements because, right now, the way the city pays, if you have a firm but, union firm and those dudes are not paid, the city will actually be putting more

businesses out of business. If we haven't addressed some of the other things that are going to have impact, we can't just look at this bill and say, it's great to have more safety. There is going to be impact from other things. So, before we do this, we have to address some of those issues and I would just ask that there be some future constructive conversation on how we address this legislation.

Thank you.

REGINALD LEE BACHUS: Good afternoon. It is an honor to be here again. I wanted to echo the sentiments of my colleague, Rev. Mootoo. My name is Rev. Reginald Lee Bachus, associate pastor of the Abyssinian Baptist Church, also the president of the 400 Foundation, Incorporated. We are not here today in opposition of the bill, but just asking some questions. I started in Brooklyn and there was a Brooklyn poet who say men lie, women lie, but numbers don't. So what we are looking for is data that begins to show us the impact 3 million dollar threshold but will-- how will that translate at the 1 million dollar threshold and for us, it's across three areas, primarily in the ground up level of is Rev. Dr. Mootoo has said. Workers in just

participation. Just the disclosure of residency as well as gender and diversity makeup of how it impacted those that 3 million so that we can anticipate and go back to our communities and celebrate how this legislation will move an agenda forward if those numbers do exist. Then, the second level, greatly concerned about MWBE's, particularly MBE's. If you are a minority and a woman, you qualify as MBE, but we've seen exclusion or evasion at times and lack of participation for minority owned businesses. So, again, to see how it impacts the MBE's at the 1 million dollars threshold with the baseline of the 3 million dollars threshold to see-- even in the report that I read, there is still them questions about how it will impact MBE's. We think that it's premature to do that. Then, finally, the third area, which we are very concerned about.

Affordable housing. We know we certainly did not have enough housing, particularly, for the maturation of our congregation and the members and our congregation who are tremendously concerned about where they will live as they have been historically faithful to communities that are now turning over and, with the new development, want to ensure that

they have a place in homes. So, again, I want to reiterate we are not against it, but just asking for disclosure of more information. The reason the 400 foundation was founded, 1619 the 2019 from Jamestown, Virginia two 2019, 400 years. So, we are a group that just advocates, raises questions. Not necessarily against, but hoping that we can get the full disclosure of the information that we need so that we can go back and champion of progressive, truly progressive legislation that moves forth our agendas, again, making sure from the bottom up that men and women of color have opportunities to these great paying jobs. We're all for skills. We are all training. We are all safety. Just want to ensure equitable participation and then the MWBE's. We need to create homeownership, create wealth ownership. 2053 black median household wealth will be zero dollars if we don't do something to increase ownership. And we think this has to be crafted in such a way to where it promotes business ownership so that 2053 does not become a reality, particularly here in New York City. Then, again, finally, affordable housing. How it will impact there. We

would just like the data in order to make a more informed decision. Thank you for your time.

CHAIRPERSON KALLOS: Thank you. I'm big on data and evidence-based governance. I think you heard both I and another member of the committee asked for specific numbers on what the current impacts look like and what they would look like. I want to just start-- I'm glad of somebody who does contracting. Do you currently contract with the city?

UNIDENTIFIED: Yes. I do.

CHAIRPERSON KALLOS: What size contracts do you typically bid on?

UNIDENTIFIED: We've done contracts up to 1 million dollars.

CHAIRPERSON KALLOS: So, you still under the million dollar--

UNIDENTIFIED: Yes.

CHAIRPERSON KALLOS: So, this legislation would in effect to you yet?

UNIDENTIFIED: Well, this legislation--

CHAIRPERSON KALLOS: But we're hoping you will grow.

UNIDENTIFIED: Yes. That would be the goal, right? To be able to grow the firm until-- to be able to get to the point.

CHAIRPERSON KALLOS: Okay. So, and have you ever approached anyone about-- anyone who offers apprenticeship programs to see how much it would cost you to offer that your employees?

UNIDENTIFIED: No. I haven't.

CHAIRPERSON KALLOS: Okay. Think one of the items that came up today is whether it is the General Contractors Assoc-- May I ask you what kind of work you tend to do?

UNIDENTIFIED: We specialize in interior work. Rough and finish carpentry.

CHAIRPERSON KALLOS: Okay. So, there may be an opportunity today to talk to some of the folks who are in the carpentry industry to see what changes would have been if-- whether or not you could take advantage of their education fund and their training hall and what have you and whether or not that could be a net benefit. In terms of the concern about being priced out, when a contract is under 3 million currently, how do different people

who are bidding set how much they are going to pay their employees?

KAHLI MOOTOO: We have to take the visual of the union versus the nonunion shop and we don't often like to do that because then it seems like it's a union nonunion fight and I went to college off my uncle's union salary. So, for me, unions are wonderful. But when a nonunion shop has to price a job, there are certain types of jobs that they know they cannot bid on. And I will give you an example that fits into what we work with. Affordable housing. We priced an affordable housing unit. It was 40 units at 15 million dollars and that was at the nonprevailing wage. If we did that job at the union wage, we would've had to have just killed the project. No bank would have funded it. And it would have just costs too much and we could not have did it affordable. Now, we could have done at market rate, but we were doing it in the South Bronx and Hunts point and not just would not have worked. And so, that's where the problem lies. A large firm who already has a very robust training program, when they bid on a million-dollar job or a small job, that cost is already laid into their normal operating procedure

and their operating costs. It is my sister's firm here were to bid on a million-dollar job, she then has two increased her bid. It cost her more and it's very likely that she would not win that bid. So, those firms can kind of absorb this. It wouldn't cost them any more money because the training is inherent. For the smaller firm, it is absolutely an additional cost. We have to find a way for the small firm to be able to train. Not have it be an additional cost to them, but still make sure that the training happens, that they have safe workers, and that they can afford to bid in the marketplace.

CHAIRPERSON KALLOS: Sure.

UNIDENTIFIED: And if I can just piggyback on what he was saying, so just so we have clarity. There are different types of pay rates for each project. There's something called living wage, prevailing wage, and then union. Living wage is that you pay a living wage and that's mostly private contracts. Prevailing wage is city contracts where the employee is paid prevailing wage, but the wage and the benefits go to the employee. The union projects are union wages which is similar in cost to prevailing wage, but the benefits go to the union.

The issue is having to build into this process you will have additional expenses. Whether a firm is doing a job over 1 million dollars, it doesn't matter. If I do a job over 1 million dollars tomorrow, right? And then the next day, the next month I'm going back and I am doing a job that is 750,000 dollars. But now if I still have to pay into the union, that's going to affect me in a different way.

CHAIRPERSON KALLOS: So, I think what you just said was very helpful. Tell me about the difference for paying the same amount versus-- through prevailing wage versus paying it to the union. What is the difference between paying something, basically, the same amount as what you had acknowledged, what is the difference between paying it between the two?

UNIDENTIFIED: The difference would be is that if you are bidding the smaller jobs--

CHAIRPERSON KALLOS: Uh-hm.

UNIDENTIFIED: and you have to pay it through the union, the union rates are a little higher.

CHAIRPERSON KALLOS: Okay.

UNIDENTIFIED: So, my ability to win the other job will probably be less and someone else that is not going to pay that slightly higher wage. So, let's say if I am bidding the project and I paid 500,000 dollars.

CHAIRPERSON KALLOS: Uh-hm.

UNIDENTIFIED: But there is someone else that is paid prevailing wages and they are able to pay-- they are able to bid 480, then that kind of puts me in a position that now I am not going to win the larger jobs and I'm not-- the lower jobs and I'm not going to be able to be as diverse.

CHAIRPERSON KALLOS: To the extent they are talking about union jobs, you mentioned that there is a prevailing wage, so, on that-- or whether it's a prevailing job or a union job, there is a set rate.

UNIDENTIFIED: Uh-hm.

CHAIRPERSON KALLOS: And so, does that prevailing wage applied to all the people bidding across the board?

UNIDENTIFIED: Yes.

CHAIRPERSON KALLOS: And if there is multiple people bidding who has signed a union

collective bargaining agreement, do they also have the same wage across the board?

UNIDENTIFIED: Yes. Those firms, especially the smaller firms that are growing, that are trying to build capacity--

CHAIRPERSON KALLOS: Uh-hm.

UNIDENTIFIED: they are not bidding on those larger jobs.

KAHLI MOOTOO: And there is a cost associated with bidding.

UNIDENTIFIED: Uh-hm.

KAHLI MOOTOO: And so, if you're going to win one out of five contracts, you put that cost into your overall--

CHAIRPERSON KALLOS: Uh-hm.

KAHLI MOOTOO: operation if you now have more difficulty in the barometer, you now maybe only are going to win one out of seven, one out of eight because the union, in the big shop who would normally not bid on those blow jobs, now do. It lowers your procurement rate. It raises your bid costs and it becomes an added burden on the company.

CHAIRPERSON KALLOS: And then, in your testimony, you are raising concerns about affordable

housing. I would like to see prevailing wage and apprenticeship on affordable housing. I asked every single developer who has ever come before me to do so, particularly in the planning dispositions and concessions committee that following asking about of every single developer was consequently dissolved, but that being said, I don't believe that this legislation would go to affordable housing because this would be projects administered by the Mayor's Office of Contract Services which involves general construction and maintenance projects. So, you're talking more about like parks, roads, projects like that.

REGINALD LEE BACHUS: So, former CEO of Abyssinian Development Corporation--

CHAIRPERSON KALLOS: Uh-hm.

REGINALD LEE BACHUS: So, for those of us who have diverse organizations, the Mayor's Office of Contract Services does administer those type of contracts, but it affects the overall budget that affects community development corporations that are putting forth affordable housing, so there is a secondary cost. Maybe not a direct cost, but there is an impact. I just want to clarify that point.

CHAIRPERSON KALLOS: I understand-- The argument is that if the community development Corporation is also dealing with these other projects, that it will minimize their available funds for affordable housing?

REGINALD LEE BACHUS: So, there is one budget and that one budget impacts direct service programs, as well as your affordable housing development. So, if it affects A, it affects B, if it affects B--

CHAIRPERSON KALLOS: Uh-hm.

REGINALD LEE BACHUS: it affects A.
That's all.

CHAIRPERSON KALLOS: So, I guess the other things I just wanted to share is one of the benefits of apprenticeship as often as part of having a training hall and, generally, when workers aren't on the job, they are able to go back to the training hall to get continuing education. So, that's something the share. In terms of getting priced out, I think one of the things that I've been talking a lot in the human services contract where they don't have prevailing wages because they aren't as organized and you are often in situations where

everyone gets punished to the bottom menu end up with bizarre situations where people who are doing, literally, the Lords work and doing social work in trying to help congregants and what have you, that they are making the minimum wage. And that's just because folks are trying to compete and, when you have a prevailing wage and a rate that way, that, at least, sets a floor that people can't go below. So, I think that is just-- I wanted to get into a little bit of the concern about the big firm versus the small firm and to the fact that I do want to work with folks and I've been talking to a lot of MWBE's about how do we make sure that more MWBE's can get into the big firm kind of contracts. But in terms of unions being with vague firms versus small firms, we heard testimony today from GCA and others that they have a broad gambit of employers that they work with. So, if you want to help me understand that specific concern.

REGINALD LEE BACHUS: Unions pay dues. We toured Local 70, was it? Local 79.

CHAIRPERSON KALLOS: Uh-hm.

REGINALD LEE BACHUS: 7079. Phenomenal, phenomenal, phenomenal, phenomenal work

they are doing. We saw their training facilities and we asked how do you pay for this? He said--

CHAIRPERSON KALLOS: And I think a bunch of them are here.

REGINALD LEE BACHUS: union dues. Some of them were here. They said union dues. They pay their dues and we're--

CHAIRPERSON KALLOS: Uh-hm.

REGINALD LEE BACHUS: able to train. We went to one of the back classrooms and I said, well, thank I've been here a little older. He said, those are her continued education guys. They come back--

CHAIRPERSON KALLOS: Yeah.

REGINALD LEE BACHUS: They get some refresher courses. And I said that is phenomenal. For an open shop, they don't have that. So, it is--

CHAIRPERSON KALLOS: Yeah.

REGINALD LEE BACHUS: It's just simple mathematically simple arithmetic's. That money goes in. There is training, but that training is ongoing. It's recurring. And so, when you go in to bid, that number does not come up as a hard cost for the company that's doing the bid. For a small firm, that number is a hard cost. My people are not paying to.

Their salary is going directly to them, so when I write it up. I have to write up that apprenticeship program, that cost for training, is a hard cost in my bid. It raises my bid costs.

CHAIRPERSON KALLOS: So--

REGINALD LEE BACHUS: And it puts me above--

CHAIRPERSON KALLOS: Why not just--

REGINALD LEE BACHUS: that larger firm.

CHAIRPERSON KALLOS: If there is a group of people that are willing to take two's from the members so that it doesn't back, hard cost for you, why not just to that?

REGINALD LEE BACHUS: Because union seats are finite and because 20 percent of the workforce is union, the other 80 percent is not. If there were enough union seats and union work for everybody to do it, hallelujah. I'd love for everybody to make 70 dollars an hour. I'm for it. I'm absolutely for it, but we realize that that is finite. And so, the question then becomes what we do to ensure those people who can't get into the union, that there is coverage for them, and that there is safety for them,

that there is training for them, but that there is also work for them.

CHAIRPERSON KALLOS: You're talking to one of the lead sponsors of the construction safety bills. I think what we're trying to do right now, and I think you're talking about this 80/20 of-- and it differs by each industry. Some industries have a higher representation than not, but by changing it from 3 million down the 1 million and adding these hundreds of millions of dollars in apprenticeship, the thought is that it would actually add more of those seats. Then we heard from NEW and we heard from Rebuilding Together and so many others that this would add the seats. It would add the throughput and it would mean that there would be more of these jobs for folks at the end of these good high quality 70 dollar an hour jobs verse is 15 dollars an hour jobs.

REGINALD LEE BACHUS: I would love for us to have the opportunity to have that caucus to be able to really talk about the matrix of that, the metrics have it, how that would work so that we could go back to our constituents and our parishioners and say we do have a solid plan that is going to cover

everybody. We are 100 percent willing to come to that table and to make that happen.

CHAIRPERSON KALLOS: I really appreciate this. This is, I think, the most fruitful of any one of my hearings on this and does anyone else-- has anyone else signed up to testify? Does anyone else wish to? I want to thank everyone for participating. I want to thank everyone who has submitted testimony. I want to thank the panel for not, necessarily, actually being opposed, but just having concerns and working with us and just having an honest conversation. Thank you to all of the members who are here. There is a lot of people here and orange shirts that will say real training equals real couriers. I want to thank them for spending the past 2 and a half hours with us and I want to work with anyone I can to make sure that the city is safer for its workers. Thank you very much. This hearing is hereby adjourned.

[gavel]

C E R T I F I C A T E

World Wide Dictation certifies that the foregoing transcript is a true and accurate record of the proceedings. We further certify that there is no relation to any of the parties to this action by blood or marriage, and that there is interest in the outcome of this matter.



Date September 26, 2019