



Cambridge Redevelopment Authority

336 Main Street
Cambridge, Massachusetts 02142
617 492 6800

November 4, 1982

Charles C. Nowiszewski
Chairman

Thomas J. Murphy
Vice Chairman

Frank S. Maragioglio
Treasurer

Gustave M. Solomons
Assistant Treasurer

Jacqueline S. Sullivan
Member

Joseph F. Tulimieri
Executive Director
and Secretary

Mr. Robert W. Healy
City Manager
City Hall
Cambridge, Massachusetts 02139

Re: Cambridge Resident Employment Status Report
Kendall Square Urban Renewal Area
Project No. Mass. R-107

Dear Mr. Healy:

The following information regarding the status of Cambridge resident employment in Cambridge Center is being sent to you for transmittal to the City Council in accordance with the Council order adopted on October 18, 1982. The next report will be submitted by December 15, 1982.

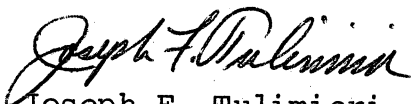
In a letter dated October 25, 1982, the Authority described the basic principles of the Cambridge Center resident employment program and notified the Council of a meeting to review this matter. A copy of that letter is enclosed.

As indicated in the attached summary report of an initial meeting to discuss Cambridge resident employment, Boston Properties has committed its resources to the program and Cambridge Center employers have expressed their willingness to participate in this undertaking.

As a follow-up to the meeting, Boston Properties has written to the EMHRDA representatives, all tenant representatives and those Councillors present at the meeting in order to ensure effective contacts and to confirm its commitment to the agreed-upon process. A progress meeting is scheduled for December 10, 1982.

We believe that this is an important first step in implementing a local resident employment program.

Sincerely yours,


Joseph F. Tulimieri
Executive Director

JFT:eal

Enclosure

cc: Meeting Participants

To : Joe Tulimieri

From : Ken English

Date : October 28, 1982

Re : Summary Report of Cambridge Resident Employment Meeting

In Attendance:

Councillor Sandra Graham
Councillor Daniel Clinton
Councillor David Sullivan
Nancy Brown, EMHRDA
Pat Tankard, EMHRDA
Maria DaRosa, CRA
Ken English, CRA

Bob Remer, CRA
Joe Tulimieri, CRA
Nanci Pye, Biogen, Inc.
Pauline Johnson, Index Systems
Margaret Sand, Whitehead Institute
Barbara Cole, Computer Corporation
of American
David Barrett, Boston Properties

David Barrett of Boston Properties (BP) and Cambridge Redevelopment Authority (CRA) staff conducted a meeting of public and Cambridge Center employers/tenants involved in resident employment at the CRA office this morning at 10:00 a.m.

The purpose of the meeting was to discuss mutual concerns regarding employment in an effort to develop a program to implement the agreement between CRA and BP. That agreement is designed to increase the employment opportunities for Cambridge residents in the area.

With BP taking the lead and with full support from the CRA, the major local employers agreed to accept the goal of increased Cambridge resident employment and to participate in a Cambridge Center job information system, together with follow-up reporting, and the encouragement of participation by new employers. This program is geared for both initial and long-term employment services.

It was agreed that the objective of any developing system should be to provide maximum service to both employees and employers, to facilitate easy exchange of information for employment, such as through a central job bank, to establish contact locations with designated personnel, and to provide adequate advertising in local media.

The Councillors explained that one initial need is to change the image of Cambridge Center in the minds of local residents who consider the emergent high technology towers as threats, not opportunities.

Basic information needed to start a program includes: What firms are moving in? When? What employment opportunities will become available?

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The Hyatt Hotel experience was used as an example. In that instance, the needs were clearly outlined, and a coordinated effort, including a community newsletter, was instituted to encourage applications. The community also provided screening help through its committee.

It was pointed out that this project is somewhat different in that most businesses to date have moved in at near full staff with no definitive advance knowledge of expansion needs. There may be instances where advance planning can take place, such as the proposed hotel and, on a smaller scale, Computer Corporation of America (CCA) and the Whitehead Institute. CCA will be moving in next and will be hiring as many as 100 new people over the next year. CCA is anxious to work with the group immediately to start recruiting and interviewing. A follow-up meeting involving EMHRDA staff and CCA staff was scheduled.

It was pointed out that Stride Rite had made a concerted effort to hire local people by opening an office in Central Square and initiating extensive local advertising, but with minimal results. Council members pointed out that a recent Council committee on Economic Development, Manpower, and Employment had designated EMHRDA and the Private Industry Council (PIC) as the city agency to carry out a proposed city-wide program with funding to be provided for carrying out the program.

EMHRDA representatives present said they are ready to proceed with the city program and will be available to work directly with Cambridge Center. They are a fully-staffed, fully-professional group able to provide a full range of services to local people for a wide range of job skills. These services include:

1. Recruitment and advertising to elaborate on their existing centralized job bank which provides a job clearing house for all employees and employers.
2. Prescreening and assessment services to make logical referrals for job openings.
3. Job training for specific needs. This could include skills programs for residents or specific industry programs for employer needs.

Pat Tankard was designated the direct EMHRDA contact for the Cambridge Center effort. Her number is 492-0591.

Dave Barrett offered to be the key contact between employers and both EMHRDA and vendors seeking local employees.

Joe Tulimieri offered support staff services as needed in this effort. It was specified that the CRA role should be twofold:

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1. Informational.
 2. Program reporting to the City Council.

The City Council members requested an opportunity to tour the Five Cambridge Center building to become familiar with operations. Dave Barrett agreed to provide this opportunity.

Also, it was agreed that EMHRDA and local employers present would get together over the next six weeks to provide direct information on needs by employers and services being made available by EMHRDA.

All agreed that this meeting provided a necessary start and provided an opportunity to meet participants so that the phone contacts would take on a new meaning.

The group agreed to hold a follow-up progress meeting on Friday, December 10, at 10:00 a.m. in the meeting room of Index Systems, Inc. on the 12th floor of Five Cambridge Center.

cc: All participants

PAULINE JOHNSON	492-1500	INDEX SYSTEMS
William Graham	722-2256	City Council
and Clinton	498-9094	City Council
Jane E. To Poo	498-9094	City Council
Margaret Sand	492-6800	CRA
Nami Bze	253-6449	Whitehead Institute
Willy Bova	864-8900	Bozen Inc.
Pat Larkard	492-0591	EMHEDA
Ken English	492-0591	EMHEDA
ICE TULLIHERI	492-6800	CRA
Pat Rumer	492-6800	CRA
1 Dar Bonett	262-6500	BP
David E. Sullivan	498-9094	City Council
Denina Cole	492-8860	Computer Corporation of America



Cambridge Redevelopment Authority

336 Main Street
Cambridge, Massachusetts 02142
617 492 6800

October 25, 1982

Charles C. Nowiszewski
Chairman

Thomas J. Murphy,
Vice Chairman

Frank S. Maragioglio
Treasurer

Gustave M. Solomons
Assistant Treasurer

Jacqueline S. Sullivan
Member

Joseph F. Tulumieri
Executive Director
and Secretary

Mr. Robert W. Healy
City Manager
City Hall
Cambridge, Massachusetts 02139

Re: Cambridge Resident Employment Status Report
Kendall Square Urban Renewal Area
Project No. Mass. R-107

Dear Mr. Healy:

The following information regarding the status of Cambridge resident employment in Cambridge Center is being sent to you for transmittal to the City Council in accordance with the Council order adopted on October 18, 1982.

On October 19, 1982, the Authority was notified that Boston Properties, as the developer of Cambridge Center, has reached agreement with all of the major tenants--representing 90% of the space leased to date--to implement a program to increase the employment opportunities for Cambridge residents. The basic principles of this program are as follows:

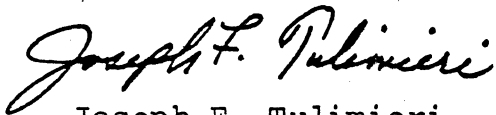
1. Each of these firms and institutions is prepared to accept the goal of increased Cambridge resident employment as an objective of mutual benefit to them and the City, and to agree to take active steps to implement this in cooperation with Boston Properties, the Cambridge Redevelopment Authority and such other agencies of the City as may be involved.
2. In addition to any other steps that may be taken by these employers individually, they will participate in a Cambridge Center job information system, designed to provide information about employment opportunities to Cambridge residents. This effort will be aimed at assuring that Cambridge residents are aware of job openings at Cambridge Center as fully as possible.

3. Cambridge residence will be recognized as a preferred attribute in evaluating potential new employees for positions at all levels.

In order to ensure coordination between Boston Properties' efforts at Cambridge Center and other similar efforts in the City, a meeting to discuss the practical issues involved in commencing this program, as well as the broader questions of how the interests of the City and its employers might be enhanced, is scheduled for Thursday, October 28, 1982, at 10:00 a.m. at the Authority's office on the tenth floor of One Broadway. Representatives of Boston Properties, the Authority, EMHRDA will be in attendance. Members of the City Council are cordially invited to attend.

This meeting is the result of initiative taken by the Council and the Authority which began several weeks ago (see letter attached) and should be viewed as an initial implementing action.

Sincerely yours,



Joseph F. Tulumieri
Executive Director

JFT:eal

Attachment



Cambridge Redevelopment Authority

336 Main Street
Cambridge, Massachusetts 02142
617 492 6800

July 30, 1982

Charles C. Nowiszewski
Chairman

Thomas J. Murphy
Vice Chairman

Frank S. Maragioglio
Treasurer

Gustave M. Solomons
Assistant Treasurer

Jacqueline S. Sullivan
Member

Joseph F. Tulumieri
Executive Director
and Secretary

Mr. David Barrett
Vice President
Boston Properties
8 Arlington Street
Boston, Massachusetts 02116

Re: Economic Development, Manpower, and Employment
Committee Meeting, July 15, 1982.

Dear David,

As we discussed, an Authority staff representative attended a City Council subcommittee meeting at which the "Cambridge Resident Employment Agreement" between the Authority and Boston Properties was included as an agenda item for discussion.

It is our understanding that the purpose of the Economic Development, Manpower, and Employment Committee's meeting was to review and make recommendations concerning the proposed Cambridge Citizens Employment Act and, in a broader sense, to establish an appropriate system to replace the Cambridge Office of Manpower Affairs (COMA) as the designated city agency responsible for providing employment services to the residents of the City of Cambridge.

Concerning the Boston Properties and Authority agreement, the City Council Committee expressed concern that the agreement does not appear to achieve any noticeable results. They would like specific information on results to date and an implementation plan, to be followed up by regular progress reports to the City Council.

In order to provide the information requested by the Committee, I would like to meet with you within the next several weeks to develop the necessary information by the end of the present summer vacation period. At a minimum you should be prepared to supply the following information.

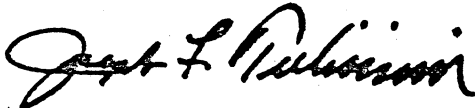
- (1) Statistics on existing companies located in Cambridge Center, giving number of employees, new employees, Cambridge residents employed and a description of employment efforts used when the company moved to the area. This should include all firms such as Index

Systems, Stride Rite, Blue Cross and Legal Sea Foods.

- (2) An implementation plan providing specific space allocation, staff assignments and procedures for carrying out the proposed agreement.
- (3) A specific proposal for advertising procedures, interaction with local employment agencies and tie-in with the committee's recommendations now under study.
- (4) A program of follow-up and reporting mechanism.

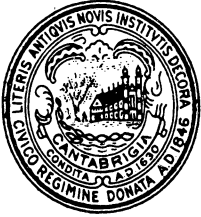
Please let me know when we can get together.

Sincerely yours,

A handwritten signature in dark ink, appearing to read "Joseph F. Tulumieri". The signature is fluid and cursive, with the first name "Joseph" and last name "Tulumieri" clearly distinguishable.

Joseph F. Tulumieri
Executive Director

JFT:eal



CITY OF CAMBRIDGE

CAMBRIDGE, MASSACHUSETTS 02139
Tel. 498-9011

EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

November 8, 1982

To the Honorable, the City Council:

With respect to City Council Order No. 11 of October 18, 1982, enclosed please find copy of a status report from the Cambridge Redevelopment Authority relative to Cambridge resident employment in Cambridge Center.

Very truly yours,

Robert W. Healy
City Manager

RWH/mbf
Enc.

S-692

Re: status report from the Cambridge Redevel-
opment Authority on Cambridge resident employ-
ment in Cambridge Center.

In City Council,

November 8, 1982

11/8/82

Placed

on

File