



CAMBRIDGE CITY COUNCIL

CITY HALL, CAMBRIDGE, MASSACHUSETTS 02139

(617) 498-9094

David E. Sullivan
City Councillor

July 28, 1982

Dear Joe:

Thanks so much for the notes which you sent along. They're concise and inclusive, and David and I have only a few additions to make. Feel free to exchange the writing to be consistent with the rest of the piece.

1) Please include a list of those attending. I know for sure only the names of the Councillors who were there (Duehay, Walter Sullivan, David Sullivan, and Mayor Vellucci). If you know the names of all the others attending, that's fine, but it's not really necessary.

2) At the end of paragraph 3 (so noted in text), please include in the same sentence, "...since that is the Federal Government mandate to EMHRDA for use of CETA funds."

3) New paragraph after #5 in the text:

"On the question of the legality of residential hiring requirements, Councillor David Sullivan cited the case of the city of Boston. There is currently a city ordinance which requires that all private construction projects employ a certain number of Boston residents. The ordinance was declared unconstitutional, but the city is appealing the ruling to the Supreme Court."

4) New paragraph after #7 in the text:

"Councillor David Sullivan at this point asked Ms. Spiegelman if she thought the city would be able to expand the EMHRDA program to include more than low-income residents. She replied that her department is responsible for encouraging developers to invest, and that it does not play a role in employment services."

5) Please attach a copy of the report which Marlene Seltzer presented (specifically the charts).

6) New paragraph after #11 in the text:

"Councillor David Sullivan, citing the figures in Chart IV, noted that certain industries provide jobs in "trainable" occupations, rather than jobs which require college degrees, and that the city should encourage these. In particular, high technology manufacturing industries should be distinguished from high tech R & D, as the industry actually producing scientific instruments employs a variety of people."

7) New paragraph after #12 in the text:

"At this time Councillor David Sullivan distinguished two points which had emerged throughout the discussion. First, to what group of people is the plan to apply? Can the city include more than low-income residents, and if so, where are the funds to come from? Second, how is the plan to be enforced? To these, he added a third: What kinds of jobs are to be provided? Can the city encourage industries which will employ residents who do not have college degrees and who typically have a hard time finding jobs?"

Thanks a lot. If you have any questions, feel free to call me at home (876-8931) -- I'm usually there at some point during the day.

- Mary Babil

City of Cambridge

In City Council

August 2, 1982

The Economic Development, Manpower and Employment Committee

conducted a public meeting on Thursday, July 15, 1982 in the Walnut Room at City Hall.

1) Councillor David Sullivan, Chairman of the Committee opened the discussion by stating that the purpose of the meeting was to discuss possible changes in the Cambridge Citizen's Employment Plan as proposed by the City Manager, as well as the recently executed agreement between the Cambridge Redevelopment Authority and Boston Properties, relative to the development of Cambridge Center.

2) Councillor David Sullivan requested Ms. Marlene Seltzer, Director of the Eastern Middlesex Human Resource Development Authority (E.M.H.R.D.A.) to outline to those present her agency's experience with the Cambridge Employment Plan.

3) Ms. Seltzer stated that the only real interaction her agency had in terms of the plan was in the Alewife area with Bolt, Beranek and Newman and that basically, training and referral of four people was done through the former Cambridge Office of Manpower Affairs (C.O.M.A.). She further stated that due to a federal fund cutback, C.O.M.A. is no longer in existence and her agency has been discussing with the City Manager the possibility of establishing a program to link up low-income residents to jobs within the Cambridge community. Furthermore, she stated that her agency could only target low-income residents, since that is the Federal Government mandate to E.M.H.R.D.A. ←(2)

4) Furthermore, she continued to state that the agency would be glad to target other income levels if the City could provide the necessary funds. Also Ms. Seltzer stated that E.M.H.R.D.A. did, in fact work with Legal Seafood and Stride-Right Shoe in terms of job placement.

5) At this time, Councillor Duehay stated he believed a tremendous lack of communication existed throughout the community regarding the whole area of job placement and training for Cambridge residents. Furthermore, he stated that to his knowledge, the City Council was never informed of C.O.M.A.'s termination, nor did he believe the employment plan before the Committee really worked. He further stated, that although he was unsure of the legality of doing it, the City should consider establishing stringent guidelines for minority and residential hiring in all future development projects. He further stated that unless new development is monitored by the City, the employment plan will not work.

5a) New 4

←(3)

6) At this time Mayor Vellucci questioned what link the City had with the M.B.T.A. and the Red Line, since there are hundreds of construction jobs which have been created due to the Red Line expansion. The Mayor further questioned the lack of minority and residential hiring at the M.B.T.A.

7) At this time Ms. Kathy Spiegelman, Acting Assistant City Manager for Community Development stated that any City project financed with Community Development Block Grant (CDBG) funds, must comply with all minority hiring provisions of the Federal Government. Ms. Spiegelman was not speaking for the hiring practices of the M.B.T.A.

7a) New ¶

← (4)

8) At this time Mr. Russell Lindquist, Executive Director of the Industrial Development Financing Authority (I.D.F.A.) stated that he has been working with two (2) additional developments in the Alewife Area regarding local hiring; specifically at the Schockett Building and the Najarian/James site. He further stated that both developments will have flexible training, job placement and development programs. Furthermore, he stated that he has been working with Richard Horgan of the Building Department, in order to make certain that developers within the Alewife Area comply with the employment plan.

9) At this time Mr. William Noble of 38 Green Street stated that the City should concentrate attention to areas where zoning concessions have been made by the City Council. He further stated that incentives should be two-way. Stiff affirmative action guidelines should be put into the employment plan. He further stated that construction firms doing business in Cambridge should be made to follow those guidelines as well.

10) Councillor David Sullivan at this point agreed that the Cambridge Employment Plan should in fact be either incorporated into the Zoning Ordinance or established by a separate ordinance, in order to provide the necessary enforcement power which is currently missing.

11) At this time Marlene Seltzer outlined to those present various charts defining the demographic characteristics of Cambridge's labor force, an occupational profile of the unemployed and employment by industry within the City.

11a) New ¶

← (5)

12) Councillor Duehay stated that he believed an analysis of future jobs and the training needed to secure them would be very helpful towards job placement of Cambridge residents.

12a) New ¶

← (6)

13) At this time Councillor Duehay and Councillor David Sullivan made the following motion:

← (7)

Ordered:

That the Committee on Economic Development refer the Cambridge Citizens Employment Plan back to the City Manager in order that he may convene a meeting with all appropriate individuals so that a more comprehensive program of job development and placement for all Cambridge residents can be established with specific attention being given to the following areas:

- The feasibility of said employment plan being available, at least technically, to all segments of the Cambridge Community.
- The feasibility of re-drafting the employment plan into the Zoning Ordinances or General Ordinances. (The City Solicitor should be requested to review it).
- All other development areas of the City should be incorporated into the employment plan.

- The feasibility of a local municipality mandating a certain percentage of residents and minorities, particularly in light of pending court action against the City of Boston on this issue, as brought up by Councillor David Sullivan.
- An analysis of the kinds of jobs which can be anticipated with future development and a proposed training program for those jobs to enable Cambridge residents to be well-trained and competitive.
- The creation of a City Manpower Office.
- A critical analysis of the success and defeats of the Cambridge Office of Manpower Affairs (C.O.M.A.) and Eastern Middlesex Human Resource Development Authority (E.M.H.R.D.A.).

14) At this time Councillor Duehay requested information relative to an agreement between the Cambridge Redevelopment Authority and Boston Properties regarding employment at the Cambridge Center, Kendall Square.

15) Mr. Kenneth English of the Redevelopment Authority responded by stating the agreement, executed on May 18, 1982 is to insure the Cambridge community that employment information is disseminated as quickly as possible. He further stated that he believed it would be hard to actually pin down the Kendall Square developer to hire people, since they, Boston Properties, were developing buildings for unspecified tenants.

16) Councillor Duehay questioned Mr. English as to the number to date of those Cambridge residents hired at Cambridge Center.

17) Mr. English responded by stating that although the Authority had requested such information, none had been forthcoming.

The hearing was adjourned at 7:02 P. M.

For the Committee,

Councillor David Sullivan
Chairman

On the question of legality of residential hiring requirements, Councillor David Sullivan cited the case of the City of Boston. There is currently a city ordinance which requires that all private construction projects employ a certain number of Boston residents. The ordinance was declared unconstitutional, but the city is appealing the ruling to the Supreme Court.

At this time Mayor Vellucci questioned what link the City had with the M.B.T.A. and the Red Line since there are hundreds of construction jobs which have been created due to the Red Line expansion. The Mayor further questioned the lack of minority and residential hiring at the M.B.T.A.

At this time Ms. Kathy Spiegelman, Acting Assistant City Manager for Community Development, stated that any city project financed with Community Development Block Grant (CDBG) funds, must comply with all minority hiring provisions of the Federal Government. Ms. Spiegelman was not speaking for the hiring practices of the M.B.T.A.

Councillor David Sullivan at this point asked Ms. Spiegelman if she thought the city would be able to expand the E.M.R.D.A. program to include more than low-income residents. She replied that her department is responsible for encouraging developers to invest, and that it does not play a role in employment services.

At this time Mr. Russell Lindquist, Executive Director of the Industrial Development Financing Authority (I.D.A.F.) stated that he has been working with two additional development in the Alewife area regarding local hiring, specifically at the Schockett Building and the Najarian/James site. He further stated that both developments will have flexible training, job placement and development programs. Furthermore, he has been working with Richard Horgan of the Building Department, in order to make certain that developers within the Alewife area comply with the employment plan.

At this time Mr. William Noble of 38 Green Street, stated that the city should concentrate attention to areas where zoning concessions have been made by the City Council. He further stated that incentives should be two-way. Still affirmative action guidelines should be put into the employment plan. He further stated that construction firms doing business in Cambridge should be made to follow those guidelines as well.

Councillor David Sullivan at this point agreed that the Cambridge Employment Plan should in fact be either incorporated into the Zoning Ordinance or established by a separate ordinance in order to provide the necessary enforcement power which is currently missing.

At this time Marlene Seltzer outlined to those present various charts defining the demographic characteristics of Cambridge's labor force, an occupational profile of the unemployed and employment by industry within the city.

Councillor David Sullivan, citing the figures in Chart IV, noted that certain industries provide jobs in "trainable" occupations, rather than jobs which require college degrees, and that the city should encourage these. In particular, high technology manufacturing industry should be distinguished from high tech R & D, as the industry actually producing scientific instruments employs a variety of people.

Councillor Duehay stated that he believed an analysis of future jobs and the training needed to secure them would be very helpful towards job placement of Cambridge residents.

At this time Councillor David Sullivan distinguished two points which had emerged throughout the discussion. First, to what group of people is the plan to apply? Can the city include more than low-income residents, and if so, where are the funds to come from? Second, how is the plan to be enforced? To these, he added a third: What kinds of jobs are to be provided? Can the city encourage industries which will employ residents who do not have college degrees and who typically have a hard time finding jobs?

At this time Councillor Duehay and Councillor David Sullivan made the following motion:

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The hearing was adjourned at 7:02 P.M.

For the Committee,

Councillor David E. Sullivan
Chairman

DES/smc

City of Cambridge

In City Council August 2, 1982

The Economic Development, Manpower and Employment Committee conducted a public meeting on Thursday, July 15, 1982 in the Walnut Room at City Hall. In attendance were: Councillor David E. Sullivan, Chairperson, Mayor Alfred E. Vellucci, Councillor Francis H. Duehay, Councillor Walter J. Sullivan, Richard Rossi, Deputy City Manager, and Kathy Spiegelman, Acting Assistant City Manager for Community Development.

Councillor David Sullivan, Chairperson of the Committee, opened the discussion by stating that the purpose of the meeting was to discuss possible changes in the Cambridge Citizen's Employment Plan as proposed by the City Manager, as well as the recently executed agreement between the Cambridge Redevelopment Authority and Boston Properties, relative to the development of Cambridge Center.

Councillor David Sullivan requested Ms. Marlene Seltzer, Director of the Eastern Middlesex Human Resource Development Authority (E.M.H.R.D.A.) to outline to those present her agency's experience with the Cambridge Employment Plan.

Ms. Seltzer stated that the only real interaction her agency had in terms of the plan was in the Alewife area with Bolt, Beranek and Newman and that basically, training and referral of four people was done through the former Cambridge Office of Manpower Affairs (C.O.M.A.). She further stated that due to a federal fund cutback, C.O.M.A. is no longer in existence and her agency has been discussing with the City Manager the possibility of establishing a program to link up low-income residents to jobs within the Cambridge community. Furthermore, she stated that her agency could only target low-income residents, since that is the Federal Government mandate to E.M.H.R.D.A. for use of CETA funds.

Furthermore, she continued to state that the agency would be glad to target other income levels if the City could provide the necessary funds. Also Ms. Seltzer stated that E.M.H.R.D.A. did in fact work with Legal Seafood and Stride-Right Shoe in terms of job placement.

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REPORT

S-526

Committee on Economic Development, Man-
power and Employment Re: Cambridge
Citizen's Employment Plan & development
of Cambridge Center.

*copy sent to the City Manager
8/6/82 mch*

In City Council,

August 2, 1982

*Referred to the
- City Manager -*