

CITY COUNCIL  
CITY OF NEW YORK

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TRANSCRIPT OF THE MINUTES

Of the

COMMITTEE ON CIVIL SERVICE AND LABOR JOINTLY WITH  
COMMITTEE ON PUBLIC HOUSING

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January 22, 2019  
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16<sup>th</sup> Fl.

B E F O R E: I. DANEEK MILLER  
Chairperson

ALICKA AMPRY-SAMUEL  
Chairperson

COUNCIL MEMBERS: Adrienne E. Adams  
Daniel Dromm  
Andy L. King  
Alana N. Maisel  
Eric A. Ulrich  
Jumaane D. Williams

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

Mrs. Willy Lewis, Resident of NYCHA Saint Nicholas Houses

Jerry Moore, Resident of NYCHA Ocean Bay Houses, Far Rockaway

Richard Stevens, Resident of Alfred E. Smith Houses

Aixa Torres, President of Alfred E. Smith Resident Association

Sideya Sherman, Executive Vice President of Community Engagement and Partnerships Division New York City Housing Authority, NYCHA

Ester Tomicic-Hines, Senior Deputy Director for Vendor Integrity and Supplier Diversity, New York City Housing Authority, NYCHA

Kerri Jew, Executive Vice President Chief Administrative Officer, New York City Housing Authority, NYCHA

Maria Forbes, Tenant Association President

John Allen

Mara Cerezo, Senior Program Officer, Green City Forest

Ambroso Valino, Testifying Via a Translator Resident of Ocean Bay Houses

David Christian, Executive Vice President for External Affairs, New York City Housing Authority NYCHA

Jason Hewett, Senior Project Manager, Constellation

Annie Garneva, Communications Director, New York  
Community Employment and Training Coalition

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3 [sound check] [pause] [background  
4 comments] [gavel]

5 CHAIRPERSON AMPRY-SAMUEL: The hearing is  
6 coming to order. Good afternoon everyone and thank  
7 you all for coming to today's joint hearing of the  
8 Committee on Public Housing and the Committee on  
9 Civil Service and Labor. I am Council Member Alicka-  
10 Samuel and I chair the Public Housing Committee, and  
11 I am joined by the Labor Chair Council Member Daneek  
12 Miller. Although we are here today to discuss  
13 employment opportunities for residents through  
14 various regulations and legal agreements, I want to  
15 jus t remind everyone who we are talking about. We  
16 are talking about residents of public housing some of  
17 whom were without heat yesterday as temperatures  
18 dropped down single digits, and today when I woke up,  
19 it was 14 degrees and I already had several messages  
20 in my in-box of residents freezing in their  
21 apartments throughout the night. And also  
22 recognizing that we are in the middle of a government  
23 shutdown. I have also been contacted by residents who  
24 work for the United States government, and they have  
25 no idea how they will be able to make it through the  
rest of the month without a paycheck. We as a city,

a stated and a nation have a lot of work to do, and a lot of problems to solve. So this committee is fully committed to advocating on behalf of the residents and utilizing our platforms, positions and oversight hearings to do just that. So, as I stated, the focus of today's oversight hearing is NYCHA's compliance with Section 3 of the Housing and Urban Development Act of 1968. We will also discuss the Project Labor Agreements between NYCHA and contractors. Section 3 is the Federal Housing Law, which prescribes that employment and other economic opportunities generated by HUD Financial Assistance is directed towards low and very low income persons to the greatest extent feasible. Public housing residents are prioritized among those persons. Nearly half of NYCHA families are working, and while it is true that many NYCHA families are supported by Social Security, pensions and other government programs, it is also true that there are residents who are looking for work, residents who are eager to be connected to opportunities so that they can better support themselves, and their families. NYCHA is in a unique position to make that connection. By complying with Section 3, NYCHA can encourage resident employment,

foster skills that could help residents find long-term job placements, and ultimately reduce poverty and wealth inequality throughout our city. Yesterday I received notice as the country and the world honored the life and legacy of Dr. Martin Luther King, Jr.'s 90<sup>th</sup> Birthday that Mayor de Blasio announced his administration placed 15,000 NYCHA residents into jobs since 2014 through Workforce programs. 15,000 is a great number and I look forward to hearing all about where those 15,000 residents were placed, how much they are earning, how long did they remain in their jobs, and what NYCHA and this administration is doing to continue adding to that number in the months and years to come. Particularly, as NYCHA pursues large scale construction projects with its new development plan, NYCHA 2.0, which will likely require an expanded workforce, there maybe avenues to strategically increase resident employment. We have renovations happening through RAD Impact conversions, new construction via the 50/50, the old 50/50 or the 70/30 projects at Holmes Tower and Lico (sic) Gardens. The Council is still pushing for the \$500 million that was allocated in last year's budget for

new construction of senior housing amongst other deals. We see development happening around us every single day. We are constantly asked by residents how they can get on the job on this particular site or that particular site, but there always seems to be some type of a hurdle or mountain to climb. Again, fulfilling Section 3 requirements is not just the right thing to do, but required by law. As part of the lawsuit within the federal government, NYCHA has admitted that it was not compliance with Section 3. The committees today and members of the public here today must hear from NYCHA what steps it has taken to ensure compliance going forward, and today, I want to hear what path NYCHA is choosing. NYCHA has the opportunity to prioritize its residents. That means including resident employment in its strategic plans for the future, stressing (sic) partnerships with labor unions and monitoring the implementation of Section 3 to ensure that working residents are being treated fairly. I look forward to hearing from NYCHA today about how it plans to do just that, and at this time we will now hear from my Co-Chair Council Member Daneek Miller.

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CHAIRPERSON MILLER: Thank you, Chair  
Samuels. Once again, I'm Council Member I. Daneek  
Miller, the Chair of the Committee on Civil Service  
and Labor. I'd like to thank my colleague Alicka  
Samuels the Chair of the Committee on Public Housing  
for holding this hearing and--on this very, very  
important topic. At today's hearing we will look to  
learn about NYCHA's compliance with Section 3 hiring  
requirements of Housing and Urban Development Action  
in 1968. In particular, I am interested in the labor  
issues, but more importantly the labor opportunities  
that are afforded as a result of NYCHA's compliance  
with Section 3. I look forward to learning from  
NYCHA, the various labor unions presented--NYCHA and  
various labor unions presented today and all others  
that will be testifying. As my colleague discussed,  
NYCHA is--is--is a complex authority. This agency was  
created in 1934 as to provide low-cost housing for  
middle-class working families, temporary unemployed  
due the Great Depression to bolster the ragged  
economy created by the lack of job trades. At the  
time, this agency's purpose and function began to now  
they have drastically changed. Now, one would say  
that NYCHA has become primarily a place where the



city's lowest income families and individuals can have a decent affordable housing. However, there is reason to believe that this goal may not be provided at this time. This is an issue itself, but generally NYCHA's affordable option for many low-income New Yorkers who simply cannot afford the staggering rents within our city. In addition to providing housing for its 390 authorized residents, there is and has always been a substantial opportunity to promote an increase in employment and training among NYCHA residents, which could effectively reduce overall poverty and wealth inequality throughout our city. In efforts to ensure the lowest income persons in society generally living in public housing are provided these opportunities, training and contracting was generated by federal financial assistance from HUD Section 3 of the HUD Act in 1968 was created. Section 3, which applied to NYCHA properties requires that recipients of HUD funding including developers, owners, contractors and subcontractors ensure 30% of their new hires be set aside for low-income individuals. Also, Section 3 created Section 3 business concerns of which our own by Section 3 residents and required to be awarded a

set percentage of construction and non-construction contracts. Finally, specific to New York City and to-to strengthen New York City's Section 3 hiring requirements, NYCHA created Resident Assistance Program in 2001, which requires that for capitation and monetization contracts valued over \$500,000 those contractors bid and spent 15% of total project labor costs on residents who live in public housing. To ensure the requirements are met, and that qualified candidates are trained and placed in correct employment and training opportunities, workforce career centers and NYCHA offers Residents Economic Empowerment and Sustainability or use REES. These both serve as integral to the mission of Section 3 and maintain NYCHA's compliance with their hiring requirements. However, we have seen non-compliance with these requirements. This was made perfectly clear in June 2018 when NYCHA admitted that they were not in compliance with Section 3 hiring requirements. In addition, New York City's Comptroller's Audit showed that there was substantial compliance-non-compliance and monitoring issues with NYCHA contracts. Finally, in August of 2018, kickback schemes were discovered and arrests were made.

1 Increasingly these investigations are still going on.  
2 We would like to hear how exactly these incidents and  
3 incidents such as these have occurred, and how we are—  
4 how they are being currently addressed. Time and  
5 time again the most valued New Yorkers, residents  
6 have been failed by New York City's government. I  
7 hope that this hearing will be informative and that  
8 we learn more about NYCHA, and their compliance with  
9 Section 3, and we do not hear the same promises of  
10 one-off jobs from NYCHA residents like a roof that is  
11 being replaced or a one-time painting job other such  
12 jobs. We want to ensure that NYCHA residents have  
13 opportunities to real career opportunities. So, I  
14 want to—we want to ensure that the residents can  
15 begin their careers that they so desperately need. I  
16 want to say that we've been joined by members of the  
17 committee on Civil Service and Labor Council Member  
18 Dromm, King, Adams, Ulrich and Maisel. I'd also like  
19 to thank my staff Brandon Clark, Joe Voglome (sp?)  
20 and Committee Counsel and staff Malcolm Candu (sp?)  
21 and Kevin as well, and certainly, I'd like to thank  
22 my co-sponsor for today for convening this important  
23 topic, and hearing and I now turn it over to my  
24 colleague Council Member Samuels.  
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CHAIRPERSON AMPRY-SAMUEL: Thank you.

We've also been joined by Council Member Salamanca  
and Council Member Ruben-- Diaz, Sr. So, we will  
first hear from a resident panel before the agency.  
Mr. Willy Lewis from Saint Nicholas Houses.

MRS. WILLY LEWIS: [off mic] Mrs. Willy  
Lewis.

CHAIRPERSON AMPRY-SAMUEL: Oh, I'm sorry.  
I'm sorry. [laughs] [background comments] Mrs.  
Willy Lewis from Saint Nicholas Houses. Please come  
to the front. Jenny Moore, 410 Beach 54<sup>th</sup> Street;  
Richards Stevens, 182 South Street. Are you going to  
testify as a resident or no? As resident.

RICHARD STEVENS: As a resident.  
[background comments/pause]

CHAIRPERSON AMPRY-SAMUEL: So, before we  
hear from the NYCHA as an agency and the  
administration, we'd like to hear from the residents  
so that we can get a sense of what's actually  
happening on the ground and the reason why we're here  
is because you are here. And so, we want to make  
sure we amplify your voice, and that the agency  
speaks directly to what is that you're saying. So,  
that's the reason why we're calling the residents up

first, and with that being said, we will start with  
Mrs. Willy Lewis.

MRS. WILLY LEWIS: [off mic] Good  
afternoon. I'm sorry. [pause] [on mic] My mic and my  
voice. Okay. From the Saint Nicholas Houses. I  
thought my President was going to be here Mr. Tyrone  
Ball, but I see that he hasn't arrived yet. However,  
I'm here because we have a contract. We are under  
the MAP program. We have a contract with the roofing  
now. A lot of young people have expressed to me  
although I'm not the president. I'm a former  
president of the Saint Nicholas Houses and also a  
former NYCHA person that was on NYCHA's Board. But  
what's happening, and these young people are not  
being hired by the contractors. With this roofing  
going on, people have--the young come to me and they  
ask me about jobs and stuff. I send them to the  
president and nothing happens. Okay, then they come  
back and tell me they told us all to go to this  
place. They was told to go to that place, and they  
go and then they wait for a call and no call. The  
thing is also with the contractors they seem to be  
bringing in people from other places, which I think  
is really unfair to the residents because when you

1 have a contract at your development, the first thing  
2 that the young people want to do a lot of is get a  
3 job. They go over to management, they go to see the  
4 president, and nothing happens. Okay. Right now, we  
5 are in the process of the roofing thing being  
6 contracted. However, there's asbestos on each of the  
7 roofs. We have 14 buildings in our development and  
8 the asbestos removal nobody knows what's going on.  
9 This past Friday something fell from the roof, and  
10 you should have seen the smoke or the ashes or  
11 whatever it was, and I went downstairs because it was  
12 my building that I live in that this happened. And  
13 they—I don't think they were very truthful as to what  
14 fell off the roof. I'm just glad it wasn't a person  
15 that fell off the roof, but the thing is with  
16 asbestos, if it goes up in the air, all of you know,  
17 something about asbestos. It's poison. You can  
18 breathe it. You can get lung cancer, and I don't  
19 think that the contractor is handling the contract  
20 the way it should be at Saint Nicholas Houses. We  
21 need someone to come up there and investigate. Also,  
22 now on my building out of all of the buildings they  
23 said they had six. I suggested at two meetings,  
24 which we never got anything except that they were  
25

1 tested. We never got another update as to what was  
2 happening with the water, with the legionnaires. We  
3 had two or three people that got sick from it and had  
4 to be hospitalized. You know, just because we are  
5 low-income we are human. We do pay rent. You know,  
6 some of us still pay taxes, and I think that we are  
7 just-just-just look like that we are not inhuman just  
8 like the woman just said about the heating thing.  
9 There are apartments, buildings where I'm getting  
10 pretty good heat, but I had a lady that when I was  
11 coming from church Sunday morning to stop and hold  
12 the door to tell me that the only heat that she's  
13 getting is in the kitchen and in the bathroom. No  
14 heat in the bedrooms. So, there's a lot of stuff  
15 that's going on, and I know this is about Section 3,  
16 and I'm-I want to get back onto that, and I think  
17 there should be an investigation and the contractors  
18 need to come to the tenants' meeting to let them know  
19 what is going on up on that roof, and not send a  
20 helper who is carrying pipes up on the roof. Okay?  
21 That to me is very insulting, you know, and-and I  
22 think we deserve answers as to what's going on in  
23 Saint Nicholas. Thank you.

CHAIRPERSON AMPRY-SAMUEL: Thank you so much for your testimony, Mrs. Willy Lewis. I just want to recognize that we've been joined by Council Member Gjonaj, and I also recognize that we have Ms. Torres in the audience and I wanted to know if you wanted to come up and testify, you can. There's a seat right next to the gentleman. [background comments/pause] Thank you and before you go, I don't know I mean everyone to just state your name for the record before your testimony. So, Ms. Lewis was on the lat. I said your name, but can you just state your name for the record?

WILLY MAY LEWIS: Oh, okay. My name is Willy May Lewis and I'm from Saint Nicholas Houses.

CHAIRPERSON AMPRY-SAMUEL: Okay, thank you.

JERRY MOORE: Oh, sorry. My name is Jerry Moore. I'm from Ocean Bay Houses in Far Rockaway. Oh, yeah, I'm here to represent—I'm here representing Ocean Bay Houses. Me and like two of my other co-workers came through, and they wanted us to speak about the development and stuff that's going on there. Well, I'm born and raised there. I've been there since a kid, since a little kid, and I've seen



1 a lot of changes, you know, from—from old to new and  
2 it's gotten better, it's gotten better, you know,  
3 with the—with the—with the construction then they're  
4 fixing up the apartments and everything, but it's the  
5 job wise. We got a lot of guys, you know, young guys  
6 that's out of work that's looking for work, and, you  
7 know, they come to me, you know, I don't hire, but I  
8 can direct them, you know, recommend them, you know,  
9 what they have to do and put in their resume and  
10 just, you know, follow up on your resume. And there's  
11 a lot of people who do it when they put in resumes,  
12 they think once they put in a resume they don't have  
13 to—sometimes you have to go check on your resume just  
14 to follow up and see, you know, where your status is  
15 at, but as far as the development, everything is—is  
16 looking way better from—from, you know, from—from  
17 then to now with the apartments. Heating is, just  
18 like she was saying about the heating, it's like, you  
19 know, sometimes we get heat and sometimes we don't  
20 and sometimes it's not working right. Sometime you  
21 might have to come out late at night to do some  
22 adjustments or whatever on the heating. There's a  
23 lot of apartments that's not getting heat. You know,  
24 a lot of tenants are complaining about the heat, and  
25

1 just in the last few days it's been really cold in  
2 the apartments. So, you know, I just give them  
3 certain numbers, you know, to like the supers and  
4 stuff and who they can get in contact with when  
5 there's no, when the heating problem is going down or  
6 whatever. But other than that, man, I don't really  
7 have too many complaints because I'm working. You  
8 know, I'm working now, you know. It took me a good  
9 while to get me a nice—you know, a—a gig, but, you  
10 know, once they came in with the new—with new  
11 development and stuff, and everything has been good  
12 for me. You know what I'm saying? I really don't  
13 have no complaints, no complaints whatsoever, but—but  
14 it's just the job wise for the younger guys, you  
15 know, because if you've got them working then that's  
16 less things they have to be doing out in the street.  
17 You know, these guys are shooting and stuff, you  
18 know, especially in my development. You know, we  
19 have a lot of that going around and shooting stuff.  
20 [background comments] No, no, no, not no more. No,  
21 no, no everything is good now. It's—It's calmed down  
22 because you—a lot of guys is working now, you know,  
23 guys that's never worked that's always been a street  
24 hustler and stuff. So, it's good, but we're just  
25

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trying to get more of the younger guys working. You know what I'm saying? We're trying to get them working. Like I said, I-I--I just tell them you already put your resume, you know, and just follow up on it. You know, follow up on your resume, you know, because it's open. There's a lot of openings. There's definitely a lot of openings, but that's all I have to say.

CHAIRPERSON AMPRY-SAMUEL: Thank you, Mr. Moore and did you get your position through REES?

JERRY MOORE: Yes, yes, yes.

CHAIRPERSON AMPRY-SAMUEL: Thank you.

JERRY MOORE: Yes, REES, yes. [background comment]

COUNCIL MEMBER DIAZ: [off mic] Thank you, Madam.

CHAIRPERSON AMPRY-SAMUEL: So, Mr. Diaz.

COUNCIL MEMBER DIAZ: [coughs] You testified that everything is okay--

JERRY MOORE: [interposing] Yes.

COUNCIL MEMBER DIAZ: --in that development.

JERRY MOORE: Yeah.

COUNCIL MEMBER DIAZ: Hot water, heated?

JERRY MOORE: Yeah, hot-it's-it's so and  
I mean you-you get-you get hot water and it switches.  
Sometimes we get it and it's cold or being cold.

COUNCIL MEMBER DIAZ: So, people are not  
suffering there? People are not-no problem there?

JERRY MOORE: No, no, no it's not. No,  
it's not, you know, no. There's no suffering no, no,  
no. It's basically the heat. You know sometimes you  
get heat and sometimes you don't get heat.

COUNCIL MEMBER DIAZ: When do you get  
heat and when do you-when don't you get heat?

JERRY MOORE: Well, sometimes-okay when  
you-okay we like-a new system they put in sometimes  
like when you turn-turn it up because, you know, you  
got numbers on a radiator so when you-

CHAIRPERSON AMPRY-SAMUEL: To change it.

JERRY MOORE: Yeah, the low dials. You  
got numbers. So sometimes when you-when you turn it  
up, you might get a kicking sound.

COUNCIL MEMBER DIAZ: That it's not  
working?

JERRY MOORE: Huh?

COUNCIL MEMBER DIAZ: So the thing does  
not work right?

JERRY MOORE: No, not it's not. It takes  
a while for it to kick in. It--you might have to turn  
it down to a next number or you might have to put it  
exactly on the--

COUNCIL MEMBER DIAZ: [interposing] So  
senior citizens and an old person that doesn't--  
somebody that doesn't really know how to--how does it  
work for?

JERRY MOORE: Say that again. I didn't  
hear you.

COUNCIL MEMBER DIAZ: Like someone that  
doesn't know--Is not as smart as you are--

JERRY MOORE: Uh-hm.

COUNCIL MEMBER DIAZ: --and with that  
system, how--how does--how the system works for them?

JERRY MOORE: Well, it's--it's not really  
hard. You just turn it. So you got the numbers on  
the--on the dial. You know, when you turn, it has  
numbers from 1 to 6 but sometimes when you turn it to  
the number like for heat, it goes up--the highest it  
goes is number 6, but sometimes when you actually put  
it on a number, you might a kicking sound. So  
sometimes you have to turn it down to get to the next  
level, you know, just to get the kicking number.

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2 Most of the time it's, you know, it's working. You  
3 know, you're not really getting too many problems  
4 with it.

5 CHAIRPERSON AMPRY-SAMUEL: It's-it's new  
6 and trying to get-they got a new system. Okay.

7 JERRY MOORE: They still-they still  
8 trying to figure it out.

9 COUNCIL MEMBER DIAZ: [interposing] So  
10 the bottom-the bottom line is that in that  
11 development everybody is happy?

12 JERRY MOORE: Well, I can't say  
13 everybody's happy. You got 28 buildings in this so,  
14 I can't say that.

15 CHAIRPERSON AMPRY-SAMUEL: I would hope  
16 that there's a-a level of excitement because we're  
17 talking about Ocean Bay, aren't we?

18 JERRY MOORE: Yeah.

19 CHAIRPERSON AMPRY-SAMUEL: Okay.  
20 [laughs] Alright, okay. Alright, so thank you so  
21 much for your testimony.

22 JERRY MOORE: Yeah. [laughs] [background  
23 comments/pause]

24 CHAIRPERSON AMPRY-SAMUEL: Mr. Stevens.

25 RICHARD STEVENS: Yes--No.

CHAIRPERSON AMPRY-SAMUEL: You're next.

RICHARD STEVENS: Richard Stevens, a resident of Alfred E. Smith Houses. I have been living on Social Security Disability for a while got an operation. This is many years ago actually, and I have since been through state agencies, non-profits, city agencies and have learned a great deal about bureaucracy and the difference between the non-profit sector, government sector and the business sector. Employment is very highly regulated in New York City. The prospects of somebody who's middle aged and very long-term unemployed getting a decent job are very difficult. I happen to have no funding to pay for additional degrees or trainings. So, I've approached it in a--in a somewhat naïve way over--over the years, and have found a lack of--I do some freelance work and make a little here and there, but I found a great lack of success, but I learned a great deal about the disastrous state of Workforce Development. It sounds nice, but many of the people, most of the people I run into they don't have any idea how--what--what businesses need, how businesses think. They don't know how to identify transferrable skills. So, the specific problem that we have with--with the topic of

1 this hearing is the support system for that is so  
2 weak that one can fund and hire people that one  
3 thinks are going to be qualified because of something  
4 that's on their resume. That doesn't mean they have  
5 the cognitive ability to be able to actually evaluate  
6 opportunities, evaluate the prospect of employee and  
7 to actually get things done, make the phone calls,  
8 pitch to employers. And so, as somebody-my skills  
9 are-many of these jobs are-are-are blue collar jobs.  
10 And I have blue collar skills that I haven't used in  
11 a number of years, but I also have white collar  
12 skills in research compliance, legal-legal work and  
13 investigation, and some of those skills certainly  
14 would fit into some of these development programs  
15 covered under the topic of this hearing, but there's  
16 never-the few contacts I've had with anybody dealing  
17 with these programs is Title 3 programs have made no  
18 you know, effort to even, you know, want to discuss  
19 anything other than the limited blue collar jobs. I  
20 think that I would like to see the members of the  
21 committee consider taking a very, very strong look at  
22 all of Workforce Development in a very critical  
23 light, and to get some advice from the get-it-done  
24 sector of-of-of the world, the business sector, and  
25



bring in some really experienced people, and look for solutions because I don't think good intentions are going to work here. Because the whole—the whole infrastructure in the Workforce Development is just—is just too shaky and that's it.

CHAIRPERSON AMPRY-SAMUEL: Thank you.  
Thank you for your testimony.

AIXA TORRES: Thank you Richard. My name is Aixa Torres and I'm the President of the Alfred E. Smith Resident Association. Section 3. One of the biggest things about Section 3 that people need to recognize is that the 96 Floor has really never—has not been really looked at in terms of how the Section 3 functions, which is that the Resident Association, not the leader, but the Resident Association should be part of the process, and we're not and that in itself is a problem. I have right now—they're almost finished—a \$56 million contract from the FEMA and they hired ultimately six people. What's wrong with that figure? Part of it has been that what they've done is consolidated everybody and so people who worked in another development have come here to work in Smith, and so by the time they got to Alfred E. Smith, there wasn't enough so-called Section 3

positions open because they had been taken by others,  
and that is a problem because it creates a situation.  
I don't want anybody to lose their job, but clearly  
there has to be defined lines of, you know, when the  
contract is in that development that the residents in  
that development get first pick. That's first  
choice. The other issue that I have is that the  
assumption is that there are people in public housing  
that have no degrees, have no office skills, have no  
knowledge of anything other than cleaning up after  
the contractors or skills. I will say that this  
administration has tried to do with the Workforce,  
and I actually have like five residents that  
graduated from the Workforce, right, and they hooked  
up with unions, and things like that, and that's the  
right trend. However, prior to this administration,  
and it's not about taking favors, but it's a real  
reality for me, the other two previous  
administrations did this: If you had a godfather,  
you got baptized, right, and as much as this  
administration has tried to kind of fix that, you  
know, we're talking about 20 years of that constant  
thing of that being done, and it was not only in  
NYCHA but across the board because even in the DOE

that happened. And so, how do we begin to fix it?  
Follow the 964. Resident leaders should be at the  
conception of the contract, and we should talk about  
how many jobs are going to be done when the contract  
is being done, and how much money is really spent,  
and how much does the regulations actually say  
because this is 8% of the total budget. I did the  
math and none of my residents that are working, okay,  
are making a quarter of a million dollars. They're  
not, you know, and so the higher paying jobs that are  
administrative don't go to the residents, and they're  
outsources and things like that, and that has to be  
revisited. That really has to because it's—it's like  
you know, we live in public housing so we don't know  
how to read, we don't know how to write. Excuse me.  
I have three degrees, I am bilingual, fluently  
bilingual and I'm—I'm an example. I'm not talking  
about me, but there are—like me there's hundreds of  
residents with those kind of skills and with that  
kind of education and we choose to live in public  
housing. We choose to live in it for whatever reason  
and that—that's a real reality, and I think that if  
we're going to look at Section 3, we need to look at  
the reality of how many people are really being put

not in labor positions but in administrative positions that they can continue to because the thrust of Section 3 is that ultimately those companies will keep the residents as permanent residents. I don't want to hear like I have one-one contractor tell me he's had the same resident who's no longer a resident. Okay, hired under Section 3 for 15 years. Are you kidding me? And that he's met his Section 3 requirements. I just looked at him and I said do you think I'm stupid? It was not a pretty meeting, but okay. For those of you who know me, I was livid because, you know, you're telling me that this person who doesn't even know my residence, and that's the other part of the Section 3, right is that if you hire residents and that is something that NYCHA has to revisit again. We used to have seasonal thanks to the Council because the Council used to pay for that, and those members and those residents that became seasonal, ultimately became permanent workers, and I can tell you that I'm quite happy with my management. You know, we work together. We don't always agree, but we work together. Any issues that we have, we sit at the table. I have a Grievance Committee and we talk about real issues. In terms of

1 heat, we have a roll call system, the Association.  
2 WE have roll call. We have--and--and you know, if the  
3 heat goes out or the water goes out, we have somebody  
4 to call in every building and then, you know, the  
5 Director of--of Heating met with us. I was very  
6 impressed with the changes that he's made, and  
7 hopefully they will make a difference. So, those--  
8 those are the kind of things that need to happen, but  
9 clearly with Section 3 they have to revisit it. They  
10 have to look at it and redo-redefine, you know, what  
11 are the guidelines for residents working, and what  
12 are the jobs that are going to be offered, right,  
13 because I--if I were to--I--I can't put a hammer in a  
14 wall, right, because I'll make a hole in the wall.  
15 That--I don't have those skills, but I do have other  
16 skills, and that's what I'm saying that, you know, it  
17 has to be visited and one of the ways to first start  
18 revisiting is to sit with the resident leadership and  
19 say okay, what is it? You know, we have--we have  
20 resumes, because I think most TA Presidents have  
21 resumes of a lot of the residents, a lot of the young  
22 people and unlike--and I'm going to finish. Unlike,  
23 you know, what the--what the--the press says and  
24 everybody else says, and--and the man in the White  
25

1  
2 House thinks that we are. The reality of it is that  
3 we're responsible citizens. Unlike him, we pay  
4 taxes. We pay rent, and damn, you know, like I  
5 retired and I'm still paying taxes on my pension.  
6 You know, that we—we are responsible. For Smith  
7 Houses the original residents were veterans, and so  
8 we've paid our dues, and so I think that what—one of  
9 the things that needs to happen is that Section 8--  
10 that's my recommendation—has to be revisited, has to  
11 be relooked at, and we need to look at the—I mean  
12 Section 3. I'm sorry because I'm thinking that's  
13 desk. (sic) Section 3 has to be revisited, has to  
14 be revisited, has to be looked at, and the resident  
15 leadership and we need to look at, you know, what  
16 those numbers are, and what the realities are in  
17 terms of what jobs are offered to our residents.  
18 That's the reality. Thank you.

19 CHAIRPERSON AMPRY-SAMUEL: Thank you so  
20 much, Ms. Torres and thank you so much to the  
21 residents of New York City Housing Authority for your  
22 testimony today, and again, that's the purpose of  
23 having you come up first so that NYCHA will speak  
24 directly to what we've heard. So, thank you so much,  
25 and we've been joined by Council Member Donovan

Richards. And so, joining us today representing the New York City Housing Authority will be Sadia Sherman, Executive Vice President of the Community Engagement and Partnerships Division as well as Esther Hines, the Senior Deputy Director for Vendor Integrity and Supplier Diversity. Wow, that was a lot. So, please join. [background comments/pause] And we've also just been joined by Council Member Carlos Menchaca and Council Member Diana Ayala.

LEGAL COUNSEL: Please raise your right hand. Do you affirm to tell the truth, the whole truth, and nothing but the truth in your testimony before these committees, and to respond honestly to Council Member questions?

SIDEYA SHERMAN: I do. Chairs Alicka Ampry-Samuel and I. Daneek Miller, members of the Committee on Public Housing and Civil Service and Labor, and other distinguished guests of the City Council good afternoon. I'm Sideya Sherman, NYCHA's Executive Vice President for Community Engagement of Partnerships. Joining me today are Director of Vendor Integrity and Supplier Diversity, Ester Tomicic-Hines and other members of NYCHA's team. Connecting residents to high quality job training and

employment opportunities is a crucial part of our mission to improve the quality of life of our residents. Thank you for the opportunity to discuss this work today. Since we last discussed this topic with the Council in 2016, we've made progress in connecting residents to employment and are please to share with you some of the highlights of these efforts. We recently announced nearly 15,000 resident job placements since 2014. The significant milestone was made passible by the work of our Office of Resident Economic Empowerment and Sustainability, which is devoted to helping NYCHA residents increase their income and assets through strategic partnerships. Since 2015 about 5,700 residents were hired through Section 3. This includes residents hired by the Authority via our NYCHA Resident Training Academy and Super Storm Sandy Recovery funding. The NRTA is the key REES program that provides residents training in construction, janitorial services, and pest control equipping them with the knowledge, skills and industry certifications they need to succeed. Since its inception in 2010, more than 2,100 residents have graduated from the NTRA, over 90% of whom have gained



employment at NYCHA or with NYCHA vendors and employers. In recent years NYCHA's and the NRTA's success in hiring and Workforce Development have been recognized by the New York City Employment and Training Coalition and the New York Association of Training Unemployment Professionals respectively. As the largest housing-public housing authority in the country, NYCHA is committed to generating jobs and other economic opportunities for residents through our spending and direct hiring Section 3 is one tool to achieve that goal. Section 3 is a HUD regulation that requires recipients of HUD financial assistance to generate jobs and other economic opportunities for public housing residents and other low-income members of the community to the greatest extent feasible. The goal is that 30% of new hires are Section 3 hires. That is NYCHA residents or other low-income members of the community. NYCHA regularly reviews the certifications of new hires submitted by contractors to see that contractors meet or exceed the 30% threshold. Of the nearly 900 Section 3 monitored contractors that were closed out between 2016 through 2018, 98% were in compliance with the Section 3 requirements. Of the 2%, 1% demonstrated

that they attempted to comply with the requirements to the greatest extent feasible, and 1% are currently being evaluated. NYCHA reports Section 3 hiring figures to HUD annually. We provide our overall resident job placement data every month to the city as part of the Citywide Performance Report and the Mayor's Management Report. In addition, we will publish a report on Section 3 compliance for closed contracts twice per year on our website in furtherance of our transparency efforts. The NRTA supports the pool of residents qualified to meet contractor's needs. Residents interested in working on a Section 3 project can get their skills, interests and qualifications assessed at REES' info sessions—info sessions at our center office or off site. They are then connected to partner providers and can be added to REES' database from which referrals to contractors can be made based on the position and the skillset requirement. REES also works to connect residents to economic opportunity beyond Section 3 through its partnerships at local service providers. In addition to our regular Capital Program, our rental assistance demonstration work is subject to Section 3, and NYCHA has taken

additional steps of applying Section 3 to our Sandy Recovery Project-projects. We also incorporate resident hire-hiring requirements for other real estate development activities, energy contracts and more. NYCHA has implemented several-several internal enhancements over the years to increase Section 3 hiring such as Centralized Section 3 oversight and compliance, improved tracking and monitoring of hiring, diversity employment offerings and better oversight of Section 3 requirements. NYCHA also created a Section 3 Business Concern Registry, which contractors and vendors can access online. Section 3 business concerns are businesses that are at least 51% owned by Section 3 residents or at least 30% staffed by Section 3 residents or that will subcontract at least 25% of their awards through Section 3 business concerns. In addition, NYCHA regularly promotes contracting opportunities for Section 3 business concerns and Minority and Women Owned Business Enterprises. Under interim Chair and CEO Stanley Brezenoff's leadership the Authority is undertaking a number of initiatives to transform this agency. As part of these efforts, NYCHA is making improvements related to Section 3, which for an

organization of NYCHA's size can be complex to implement. For instance, moving forward, we will specify Section 3 hiring-hiring requirements and the terms and conditions for micro purchases and some small procurements for example those under \$5,000. This was the compliance vulnerability that we identified. We are also implementing new tracking measures and developing updated procedures and training for staff. One of the goals of NYCHA's Project Labor Agreement with the Building and Construction Trade Council is to provide residents with access to union jobs and training. We requested data on these efforts from-from the BCTC and look forward to receiving that information. We're currently renegotiating the PLA with lessons learned from the past three years in Section 3 hiring is at the forefront of these discussions. NYCHA 2.0 our updated long-term strategic plan is dedicated in part to increasing economic opportunities for residents by connecting more residents to jobs and job training and education programs every year. That includes the expansion of the NRTA with city funding to train an additional 250 NYCHA residents annually, a 70% increase. This marks the first time that the city

has funded this valuable initiative. Additionally, NYCHA will hire more NRTA and recruitment—recruitment and job placement staff. We are also excited about the recent announcement of the expansion of the Jobs Plus program. This interagency partnership is designed to exclusively serve NYCHA residents and had been integral to the success of our resident employment efforts. Thank you for your support of our efforts to provide residents with economic opportunity. This work has real and lasting positive impact on our communities. City funding will go a long way in serving NYCHA residents particularly with the expansion of the NTA and Jobs Plus. We look forward to working with you as we identify additional funding for these new initiatives, and as we continue to make improvements and progress within our organization. Thank you and we are happy to take any questions that you may have.

CHAIRPERSON AMPRY-SAMUEL: Thank you so much Ms. Sherman. So, just to get us started, and for the record can you just explain the actual Section 3 hiring process and the Section 3 regulation itself and can you speak to a point that we constantly hear from residents that they see people

1  
2 working on these different jobs, but the people that  
3 are working, they don't know them. They are not from  
4 the development, and Ms. Torres sat here and talked  
5 about what's happening at Smith, but yet there's  
6 just--just looking at the work that the--the paperwork  
7 that you provide us, there's just one person from the  
8 development that's working there in 2018. So, can you  
9 explain to us what Section 3 actually is, and what  
10 NYCHA's requirement is under that regulation, and one  
11 the things speak--also speak directly to the point of  
12 30% of the new hirees, just to give us some  
13 background.

14 SIDEYA SHERMAN: Sure. So, I'll actually  
15 start with just a clarification. So, this are you--we  
16 you--Council Member you--

17 CHAIRPERSON AMPRY-SAMUEL: So pursuant to  
18 the document that was handed to us that lists the  
19 total number Section 3 residents directly hired by  
20 NYCHA in 2018 and it breaks down by all five  
21 boroughs.

22 SIDEYA SHERMAN: So, yes. So, this--so  
23 this document is capturing folks who were within our  
24 employ here at NYCHA. What we are producing also for  
25 the Council Members are--is a breakdown of vendor

1 hires as well, too, but I wanted to just make sure  
2 that the--the full Council understands that with  
3 respect to this report. So, with regard to the  
4 requirements so Section 3 requirements are 30% of new  
5 hires. So that means that someone who is not your  
6 incumbent employee, but is hired as a result of this  
7 project. The--the regulation is designed so that  
8 there is not an intent for an employer to layoff its  
9 incumbent workforce, but to the extent that it needs  
10 to hire to ensure that at least 30% of those new  
11 hires are Section 3 residents. Section 3 residents  
12 are--NYCHA residents are low-income persons. There  
13 is a waterfall of priority and so that priority  
14 starts with residents who live where the Section 3  
15 covered assistance is being administered so that  
16 would-be residents who work--where they live where the  
17 work is occurring. The second priority would be  
18 NYCHA residents citywide. So anyone who is a public  
19 housing resident. The third priority would be low-  
20 income persons who have graduated from a youth fill  
21 program specifically for those would be 16 to 18 to  
22 24-year-olds, and then other low-income New Yorkers.  
23 And so the--out of our Section 3 placements with  
24 vendors about 50% of those placements are residents  
25

who are working either at their development or within their borough. Thirty percent are residents who are working in a borough other than their own, and the remainder are typically residents who are working on citywide contracts. And so some of what—what you see on the ground is a reflection of where we are attempting to match residents. Based on the skillset requirement of the position, matching residents where they live to where they work, and positions where they meet the qualifications, but also what you see happening on the ground is a reflection of how NYCHA contracts work as well where we may have citywide contracts that cover multiple developments. And so you may have a contract at Baruch Houses and have a contract at Smiths and have a contract at Wald and it would still be one contract. Typically, what we would do in that process is when a contract is awarded there is notice that goes to the resident association to let them know there's a new award. This is the projection of hire. If you know people who are interested, please connect them with our office so they can be connected to training, but sometimes you will see residents who are NYCHA



residents, but do not live at the development where they're working.

CHAIRPERSON AMPRY-SAMUEL: So using Alfred E. Smith as an example, do you have the information in front of you that states like how much was the contract? How many people were actually hired under that contract to work at Smith Houses, and how many were NYCHA residents?

SIDEYA SHERMAN: So, I don't, but we can obtain that for you and so we can—we could look into those specific contracts. I know that the work occurring at Smith Houses is part of our recovery program in particular, and so there was training specifically for residents who live in areas that were impacted by Sandy. So, we can get that information to you as well as that specific contract that was referenced.

CHAIRPERSON AMPRY-SAMUEL: So, if there was specific training catered to those particular residents at Smith Houses, then it should be theoretically a higher number of residents who were working at that particular site because they were specifically trained.

SIDEYA SHERMAN: Yes, or those Smith residents could also be working in Coney Island for instance, right. So-so there is--there may be based on how like their access to training and matching them to opportunities, they're even within the areas where we have the Recovery Program, people are still working between neighborhoods based on the priority.

CHAIRPERSON AMPRY-SAMUEL: Okay so for this discussion, it would be helpful to get those numbers during the course of this hearing so, that, you know, it's--it's--it's easy to be able to--to have a visual and be able to use it as an example so that we can, you know, kind of dive into what's happening and, you know, if there's any gaps or if improvement is necessary. Okay. So, you mentioned in your testimony the announcement from--recently announced. That was yesterday, 15,000 resident job placements since 2014, and then you go into, Since 2015, about 5,700 were hired through the Section 3, and then like kind of like just doing quick math, it leaves with there's some 9,300 other provisions of hiring within that 15,000 number. So, can you break down for us what does that 15,000 actually look like.

SIDEYA SHERMAN: Sure so that 15,000 is a reflection of all of our resident employment efforts during this Administration. So, that's a mix of Section 3, Jobs Plus employer part--other employer partnerships that are not subject to Section 3. So the Section 3 number is the 5,700 reflects the last three years. There are about 70--7,300 placements through Jobs Plus alone, and then there's a gap between--

CHAIRPERSON AMPRY-SAMUEL: [interposing]  
So what does that mean through Jobs Plus alone? Can you explain that?

SIDEYA SHERMAN: [interposing] So, sure-- sure. So Jobs Plus is a program. it's an interagency program that it specifically serves--that specifically serves NYCHA residents. It is operated in conjunction with HRA, NYC Opportunity and the Young Men's Initiative, and it's a real integral part of--of our work workforce efforts. And so those placements are primarily private sector and place--employment opportunities, and range across a number of industries, and so that's part of what was included in that announcement, and then the balance are a lot of our--

CHAIRPERSON AMPRY-SAMUEL: Can range  
across industries. What does that mean?

SIDEYA SHERMAN: Sure so I would say that  
I don't have the exact breakout and percentage, but  
the Jobs Plus placements are everything from retail  
to food industry to building maintenance,  
administrative secretary, clerical. We can certainly  
get that for you. The Jobs Plus clientele is also,  
you know, it serves all NYCHA residents, but it also  
has been very effective for the young adults and so  
there's a large percentage who are 16 and 24 within  
those placements as well.

CHAIRPERSON AMPRY-SAMUEL: Okay. How  
does NYCHA alert residents to job opportunities?

SIDEYA SHERMAN: So, for Section Green in  
particular when a contract is awarded, as noted, we  
provide notice to the resident association.  
Typically the administering department would include  
the resident association in pre-start meetings as  
well so that they have that knowledge. Residents who  
register their interest in Section 3 opportunities  
with our office are often—are also queried based on  
the skill set requirement and where they lived so  
that they can know these opportunities are coming

online. Outside of that, we've had very targeted recruitment for largescale hiring initiatives. This includes our training academy where there's regular recruitment for cohort based training. Some of our partners-partnerships with the-the Workforce 1 system for instance where there's been largescale recruitment for very specific hiring opportunities, but there is a mix between on-site recruitment and then notice to candidates based on their position's skillset requirement.

CHAIRPERSON AMPRY-SAMUEL: Okay, just real quick. So, just so I can understand, there's a lot going on in this and you're doing an amazing job and the 15,000 numbers it's-it's a really good number. Can you explain to us the-the non-compliance issue that we read about, your reference to just the Section 3 practice and-and policy at NYCHA. We read that NYCHA was not in compliance with this Section 3. So, can you explain to us what that-what were you not in compliance with?

SIDEYA SHERMAN: Uh-hm. So for that I'm going to turn it over to my colleague Ester who can describe it.

CHAIRPERSON AMPRY-SAMUEL: And the reason I'm asking this question is because with everything that you just said, it sound amazing, right?

ESTER HINES: Uh-hm.

CHAIRPERSON AMPRY-SAMUEL: Right and then the panel that we heard, the resident panel right before you spoke to what they see on a round. And so, to me there's a bit of a disconnect.

ESTER HINES: Uh-hm.

CHAIRPERSON AMPRY-SAMUEL: And so, I'm just trying to-to fill some gaps here, some holes and really try to get a full breadth and understanding of what's really happening.

ESTER HINES: Sure.

CHAIRPERSON AMPRY-SAMUEL: Thank you.

ESTER HINES: Should I get sworn in?

CHAIRPERSON AMPRY-SAMUEL: Yes.

ESTER HINES: Should I get sworn in before I testify? [background comments/pause]

ESTER HINES: I did.

CHAIRPERSON AMPRY-SAMUEL: I thought you did. We can do it again.

ESTER HINES: Oh. My name is--how ever  
soon I forgot. (sic) [laughter] My name is--my name  
Ester Thomason Hines.

LEGAL COUNSEL: Alright. Do you affirm to  
tell the truth, the whole truth, and nothing but the  
truth in your testimony before these committees, and  
to respond honestly to Council Member questions?

ESTER HINES: I do.

CHAIRPERSON AMPRY-SAMUEL: Okay.

ESTER HINES: Good afternoon. So, I  
think some of the concerns that you express regarding  
the public information around Section 3 compliance  
and the Housing Authority's lack of compliance really  
is based on our information that we provided to HUD  
and for full disclosure, and it really relates to  
notifying vendors for our very small micro purchases  
and small purchases. Those that have been for  
example under \$5,000 that the Section 3 language is  
not in those particular contracts. So we are working  
to make sure that we include it in those mirco and  
small purchase contracts across the board so that  
everybody is notified of Section 3 obligations. So  
we identified that as a compliance gap, and we're

working to correct that, and we hope to have it  
corrected by the second quarter of 2019.

CHAIRPERSON AMPRY-SAMUEL: So, your  
testimony today is that the only issue that you have  
with compliance was exclusively related to the micro  
purchases and the small procurements only, nothing at  
all related to the possibility of, you know, just not  
hiring residents when there was an opportunity to  
hire them and that compliance is exclusively related  
to—

ESTER HINES: That is correct. That is  
correct.

CHAIRPERSON AMPRY-SAMUEL: Okay.

CHAIRPERSON MILLER: Okay.

CHAIRPERSON AMPRY-SAMUEL: Okay. So, now  
I'm—I have a lot of other questions, but I'll turn it  
over to my Co-Chair.

CHAIRPERSON MILLER: Thank you, Chair  
Samuels. Before I—I kind of venture off into the  
other line of questioning I have, I do want to—we  
need some clarification on—on what you just mentioned  
about compliance because I know that we've recently  
had this conversation, and we were certainly not  
where we are today. So, I'd like to kind of drill



1  
2 down on what that compliance looks like because we—we  
3 were not able to—we weren't afforded these numbers in  
4 the recent past. So, you said that 90%--80% of  
5 contractors were I Section 3 compliance. What is the  
6 time period for that?

7           ESTER HINES: So, we—information  
8 regarding the 98% relates to the contracts that we  
9 monitored and closed for the January of 2016 through  
10 December of 2018. So, for that period of time when  
11 those contracts closed that's when we could determine  
12 whether or not contractors were compliant with their  
13 Section 3 obligations.

14           CHAIRPERSON MILLER: So based on what you  
15 just said, that there is an opportunity—there is  
16 generally a 3-year contract awarded in that time  
17 period for—for these—for—for—for the purposes of what  
18 we're saying now.

19           ESTER HINES: No, the—the contracts I'm  
20 speaking of were contracts that closed. The  
21 contracts could have varied in—in time. They could  
22 have been a 5-year contract that closed in 2016 or --

23           CHAIRPERSON MILLER: [interposing] Okay,  
24 so, the—and—and—and your determination as to whether  
25

a person—a contractor was in compliance was based on  
the closing of the contract?

ESTER HINES: That is correct, sir.

CHAIRPERSON MILLER: So, from—if it was a  
five-year contract from year 1 to year 4, you have  
now way of knowing whether or not they were in  
compliance?

ESTER HINES: Well we track those  
contracts to see if the—if the center is in  
compliance with their goals, and I think it's  
important--

CHAIRPERSON MILLER: [interposing] Were  
there any contractors that were not in compliance in  
year 1, 2, 3 or 4 to your knowledge?

ESTER HINES: There were, sir. There was  
a—out of the 98% of contracts that closed within that  
period of time that we found to be in compliance with  
their Section 3 goals of 30%, which 30% or more  
exceeded their hires. There was 1% that cited some  
labor impediments, approximately 10 contractors and  
there were nine contractors that were not compliant  
with the 30% goal. It's—it's important to--

CHAIRPERSON MILLER: [interposing] So,  
I'm sorry. What—the question that I asked

specifically was had to do with chronological. In year 1 how many were in compliance, year 2, year 3, year 4? Do you know that? If-if you used as example that there could have been a five-year compliance, if we're examining compliance at only the fifth year, the-the residents of NYCHA have an opportunity where-where they're taking advantage of those opportunities in the first four years or in the first three years or whatever year of the contract it is. It appears that we are judging the contract by its closing or its completion, and not necessarily what they did through the totality of the program. Right? I mean it makes sense that-is-is there a way for us to know that? And if-if and if, in fact, is a person that has a 3 or a 5-year contract that did not meet their compliance requirements in the first three years, in year 4 in the final year do we deem them to be in compliance? First, answer the question. I'd like to hear the answer first.

ESTER HINES: So we monitor a-the contractor's compliance over the course of their contract. There are some contractors who hire at the-at the beginning of their contract with NYCHA and this is related to new hires only. The contractor's

obligations for Section 3, 30% or above goals are related to new hires specifically, and some contracts hire people on the front end of the contract. Some contractors hire more in the mid point of the contract, and some contractors hire new people towards the back end of the contract. So, we monitor the new hires and the Section 3 hires throughout the life of the contract to ensure that--that--that they are meeting their goals throughout the life of the contract. Once the contract closes then, you know, that gives us the broad picture of whether or not the contractor was in compliance.

CHAIRPERSON MILLER: I'm not so sure that's the case. I'm not sure. If I was trying to evade compliance, certainly there's a lot of latitude based on what you said for that to happen. I mean not to hire for three years or four years or within a certain portion of the contract, and then there's also this kind of--from--from this side of the table here, I--I think that our greater concern is--is not whether or not someone is complying and hiring 30%. It is more about retention, career creating and opportunity and--and--and so based on those numbers we're not able to ascertain whether or not we're

1 achieving long-term goals of whether or not that we  
2 are creating career opportunities for the residents  
3 of NYCHA. And so, if, in fact, that is the case, and  
4 that is the mechanism that is being used today, then  
5 I would submit that we should take the opportunity to  
6 examine the current mechanism that we're using to see  
7 whether or not that we're fully taking advantage of  
8 the program and that we're not creating loopholes for  
9 unscrupulous contractors to-to avoid and evade  
10 compliance here, and-and certainly the reason that we  
11 have this line of questioning is because we've-we've  
12 seen that, and-and-and certainly when we listened to  
13 the testimony that was given earlier about what the  
14 residents of a certainly development was going to  
15 follow that company to the next development and,  
16 therefore, lessening the opportunities for the  
17 residents of that. If-if a company does capital  
18 work, I'm sure that they're not exclusive to NYCHA or  
19 government contracts or NYCHA contracts or they're  
20 not-their only work is not only in the next NYCHA  
21 development. So that once a person develops the  
22 skillset to work, that they can work anywhere beyond  
23 NYCHA, and holding onto those single or two or three  
24 NYCHA residents and carrying them from job site to  
25

1 job site, will maintain that compliance, and I think  
2 that we're cheating ourselves in achieving our  
3 overall goals if we agree that that--that this  
4 mechanism currently is--is the way that we want to go,  
5 that there's an opportunity to train folks for  
6 sustainable jobs in ensuring that they're getting  
7 sustainable jobs, and we're not just using the same  
8 numbers as we go past. So, whether or not that is  
9 the case now or whether you want to expand on that or  
10 perhaps there's something else that we can do to  
11 evaluate whether or not the company is in compliance  
12 or not, but that's what--where I would like to begin  
13 because I-I just don't see that working in the way  
14 that we--whether or not we--we are achieving the goals  
15 that we set out, right. And so, which is long-term  
16 sustainable career opportunities and--and training and  
17 so I-I would like to--so--so that's the first piece.  
18 And then nearly or almost exactly half of the jobs  
19 were outside the NYCHA and--and--and that's the same  
20 thing we want to talk about whether or not we're  
21 seeing what we commonly see in Workforce Development,  
22 which are kind of proliferations of low wage fast  
23 forward retail jobs, and I understand that they are  
24 entry level, but could you speak to also the training

1  
2 and development that occurs in the Workforce  
3 Development that prepares not just for entry level,  
4 but are there specific job skills that we're training  
5 for that you have identified, even if they are long-  
6 term capital programs, how do we ensure that  
7 residents are—including kind of the backroom IT and  
8 and—and administrative work that is being done as  
9 well, right that there are a plethora long-term  
10 contracts or even add them up years of capital  
11 projects that are happening, it then worth it to  
12 ensure that we're training for those more  
13 transferrable skills, IT, Admin, the back room stuff,  
14 which is not a big deal. Other agencies do it.  
15 Does—is NYCHA doing that?

16               SIDEYA SHERMAN: Sure. So I—I can speak  
17 to the question regarding training. So within NYCHA,  
18 we manage a network of partners across the city who  
19 offer residents training. This is across a variety  
20 of sectors, and so we have a partnership around IT  
21 training that's been generously funded and supported  
22 by the Council. We have training in the healthcare  
23 sector, administrative. Within NYCHA we manage our  
24 Resident Training Academy, which is specifically  
25 designed for the types of jobs that typically

generate, which are building maintenance and construction positions. So, that program on the construction side in particular is an 8-week pre-apprenticeship training. It's really designed to ensure that residents have OSHA certification but other certifications. So, they graduate with around six different certifications. They have a rotation in the number of trades. They have contextualized mathematics, classroom time, real world experience, and so that's been our training vehicle in that area. I think you—you also asked a question regarding wages. So within our placements through partners and particularly the—the Jobs Plus Program, the—the median wage last year was around \$14.95 per hour, which proceeds the new minimum wage increase and is also reflective of the types of jobs that they're connecting folks to, which are a mix of entry level and mid level. On the Section 3 and NYCHA direct placement side, the median wage was around \$21 per hour and there's a real range there. So, there's certainly are Section 3 positions that are back office or security for instance as you mentioned, but most of these are in the construction trades, are top titles and the contenders, laborers, asbestos



handlers and those average wages were between \$30 and \$39 an hour, and so there--there certainly is a range based on the experience level, and also between the placements that NYCHA facilitates directly, as well as those that are connected--where our partners are making that connection.

CHAIRPERSON MILLER: So, so-so let me just segue into one of your--one of your programs that--that is being instituted with the--to--with the painters and--and District Council 9, could you speak to that program, the success of the program or lack thereof--and--and what you're doing or what we could be doing differently to enhance a program such as this?

SIDEYA SHERMAN: Sure. So, I'm going to ask my colleague Kerri Jew who is the Chief Administrative Officer at NYCHA to describe that program. [pause]

LEGAL COUNSEL: Do you affirm to tell the truth, the whole truth, and nothing but the truth in your testimony before these committees, and to respond honestly to Council Member questions?

KERRI JEW: I do. I'm Kerri Jew. I'm the Executive Vice President and Chief Administrative Officer at NYCHA, and I believe the question that you

asked, sir, was about the Painters Apprentice  
Program.

CHAIRPERSON MILLER: [off mic] That is  
correct.

KERRI JEW: Okay so-so just a snapshot of  
where we stand now. As you know, the program started  
in 2013 and for the first two or three years we  
enrolled new members into the program. So, the  
program had a total of 155 enrollees. Currently,  
there are--and--and several either stayed with the  
program and graduated or they separated and from  
NYCHA and from the program. Currently we have 22  
employees remaining in the program, two of which are  
on Workers Comp. So, we have 20 active employees in  
the program.

CHAIRPERSON MILLER: Has the program--has  
this contract been completed?

KERRI JEW: That--

CHAIRPERSON MILLER: [interposing] What--  
what--what is the completion, the anticipated  
completion date?

KERRI JEW: So, we are funded for the  
program through June 30<sup>th</sup> of this year and--and then  
at that point, we would not longer have any funding

to—to complete the program for any remaining  
participants.

CHAIRPERSON MILLER: And—and what would  
be the cost of the—the next contract to complete the  
work?

KERRI JEW: [interposing] Um, I do--

CHAIRPERSON MILLER: [interposing] What  
to do the next level because obviously this is an  
ongoing project and could you just speak to also what—  
what—what this includes?

KERRI JEW: So, the program requires that  
the participants complete a certain number of hours  
on—on the job, employed hours, and then and I believe  
it comes to about four years of on-the-job experience  
and then there's also classroom training that's  
provided by the that finishing Trades Institute that  
goes along with—with the program. So, that—that's  
what the participants are doing on a day-to-day  
basis. As you know, we're not enrolling any  
additional people. We haven't been for a few years now.  
So, it would just be a matter of completing the  
program for the really 20 active employees through  
the end of the year. I believe it would cost  
probably approximately and this is really back of the

envelope trying to guess about \$400,000 additional to  
complete, but we would have to confirm that number.

CHAIRPERSON MILLER: So, what--what--the--  
the contract with--with--with DC9, aside from the  
apprenticeship, is that a part of a PLA agreement?

KERRI JEW: The Apprenticeship Program?

CHAIRPERSON MILLER: Yeah.

KERRI JEW: I don't believe that was part  
of the PLA Agreement.

CHAIRPERSON MILLER: Okay so what work  
were--were--were they performing? Because their work  
on the side, aside from the training that goes on  
there, they're working as side tradesmen and journey  
men over there. What works were they performing?  
They're painting?

KERRI JEW: They're painter apprentices.  
So, they're--they're working directly as NYCHA  
employees not for a vendor.

CHAIRPERSON MILLER: But--but--right and--  
but the jobs that are being done are contracted. Is  
that just essentially a part of the Painters  
Apprentice Program or is this a part of--do they have  
a contract to paint apartments or some of the  
exteriors of the building?

KERRI JEW: The--

CHAIRPERSON MILLER: [interposing] DC9

KERRI JEW: The DC9, the DC9 is a union that is representing the NYCHA employed painters and the NYCHA employed painter apprentices. So, we don't have a contract for DC9 to--

CHAIRPERSON MILLER: [interposing] Okay. So, what--what would it cost to--to do another three years in the program?

KERRI JEW: I would have to get back to you and see what that cost would be. I think it would also--it would depend on how many people we would enroll in the program.

CHAIRPERSON MILLER: So, you said you had about 130 in total?

KERRI JEW: No, I said that in total we had had 155 since 2013, but some of those people have graduated out of the program.

CHAIRPERSON MILLER: Correct.

KERRI JEW: Some of those have chosen to not continue and right now we have--

CHAIRPERSON MILLER: [interposing] Do you know what those number are?

KERRI JEW: We had 48 who completed the  
program and--and graduated, and we had 90 who left the  
program.

CHAIRPERSON MILLER: Okay and do you know  
why they left?

KERRI JEW: For a variety of reasons that  
I couldn't be specific about.

CHAIRPERSON MILLER: So, we're now asking  
you to be specific if that--that if--if this was a  
contractor with--with compliance this is the same  
thing in terms of are we getting bang for our buck I  
think is what we're trying to assess here. Certainly  
we think--common sense would say that an opportunity  
to be a part of trade union and--and have a long-term  
career, is the best way to transition to real working  
middle-class opportunities right. In doing so, but  
it would--we'd be remiss if we did not evaluate  
whether or not this program had real value  
considering that those are Council dollars that--that  
were spent on the program, and whether or not we want  
to re-open and do it again. Certainly, if there were  
150 men and women that had real career opportunities  
that are now card carrying members of--of a trade  
union that would be well worth it, but if, in fact,

that's not the case, we need to know that as well.

How would we evaluate that? Are we paying attention to that retention, and at the same time are we--do we have a mechanism to evaluate that as in the compliance with the regular contractors?

SIDEYA SHERMAN: So, I'm not sure that I'm quite understanding what the question is. Forty-eight of the people who were originally enrolled actually graduated from the program. My understanding is that upon graduation from the program, in order to become a journey level painter, they required one more year of experience. Some of the people when they were to be graduated out of the program decided that instead of sort of testing their luck outside, and getting a painter's apprentice type job to get the experience in the private sector wherever, if they really wanted to be NYCHA employees with city benefits. And so they wanted to take caretaker positions with NYCHA in order to continue their city employment.

CHAIRPERSON MILLER: Okay, that--that wasn't really the question that I was asking. It was really about, you know, how do we track this

retention, and--and so--but I want to move on from  
there, and to--

CHAIRPERSON AMPRY-SAMUEL: I would like  
for you--why do--why do we put time and energy into a  
four-year program knowing that in order to be a city  
employee as like a painter city employee is actually  
five years.

SIDEYA SHERMAN: So, just--I--I don't know  
how this agreement came up, but this is all--this all  
pre-dated me. So, I don't know what--how the  
parameters were set. I would have to go back and--and  
see if anybody has any recollection or--or notes.

CHAIRPERSON AMPRY-SAMUEL: Okay.

CHAIRPERSON MILLER: Okay. [pause] So do  
you have that information that if you wanted to share  
it off line? Or is it--is it--is it like--I'm sure it's  
not the case that it's not your money and you don't  
care, right. But like we want to make sure that--that  
these services are being delivered effectively and  
efficiently, and that--that--that our residents, these  
NYCHA residents now have the skill to continue to do  
that awe move forward. So that's obviously the goal  
and I'm--so, and--and then this in terms of the Project  
Labor Agreements is--is up in--in '18, have we--have we



evaluated that, the-the-the impact of-of that  
agreement or I'm-I'm sure when it's done we'll-we'll  
assess that for efficiency, its effectiveness, its  
cost-effectiveness in delivering the services, and  
whether or not those agreements help to create these  
job opportunities as well. Could you-could someone  
speak to the PLA Agreements?

SIDEYA SHERMAN: Sure, Council Member.  
So, you're correct the--Project Labor Agreement is at  
the point of renewal, and so there's been a temporary  
extension through this quarter and NYCHA and the  
Building Trades are starting those discussion around  
renewal. At the core of that discussion is resident  
hiring in Section 3, and making sure residents have  
access to the trades, and so part of that evaluation  
will involve receiving from the building trades  
reports around NYCHA resident access during the term  
of the agreement. We certainly have knowledge of  
those residents that we directly connected, but the  
building trades members through their own efforts per  
the agreement have also outreached as well, too. So  
that will be a part of that evaluation, and-and a key  
part of our-our negotiation moving forward.

CHAIRPERSON MILLER: So, there is some information that is shared some—some information beyond obviously the—what is necessary before we get into whether or not—before you evaluate the success of, but whether or not if, in fact, assuming that it is successful do we have a workforce that is prepared just based—based on those pre-apprentice skills that are necessary to—to begin immediately? Right. So that as we talk about—so that we have compliant through the—throughout the length of—of the agreement. Have assessed the program so that we can take those—that information back, and—and ensure that we have that next generation of labor or whatever it is that—that is waiting in queue to—to be a part of the program? So, is there dialogue? Is there a—a department within NYCHA that is responsible for this relationship, and how has it been thus far?

SIDEYA SHERMAN: So, in terms of pre-apprenticeship training, so as I mentioned before NYCHA has its own construction training. Our Sandy Recovery program also has its own pre-apprentice construction training. There are partners that we work with such as Non-Traditional for Women and other CBOs who also have training, and so we are certainly

connecting residents to the pipeline of pre-apprentice training that is available. The building trades itself are also sponsors pre apprenticeship trainings so that some of the data that we're back, that we are seeking from them. So, I understand how many NYCHA went through-through their training as well. So that we have a number of pipelines that are preparing residents to enter into the trades. In terms of how-how it's gone, we have worked with very-particular locals where we have certainly established strong relationships, referral relationships, Local 3 electricians, Local 1 bricklayers, roofers for instance where we have developed a substantive referral process. With Local 3 in particular through partnership with Small Business Services we've been able to create a few cohorts of academic prep for the Local 3 Electrician test, which is very rigorous, and so through that we've had over 34 Section 3 residents who have been able to pass the aptitude test and make it into the Electrician's Union, which is really exciting. But we want to see more of that in-in the renewed agreement, and so while we certainly have developed these direct entry relationships with a number of the signatories, our expectation is that

NYCHA residents are entering all the trades that are part of the building-building trades, and so that's part of the change that we're looking for, and it certainly key to renegotiation.

CHAIRPERSON MILLER: Finally, we-we-so do you anticipate that a renewal of the agreement would be the same as what we've seen or are there some things that we've learned that would enhance the-the resident experience and opportunities in particular as it pertains to the building trades and having an opportunity and understanding rules and engagement of what must be done in preparation and quite frankly that there is something more than want to train you to take an exam.

SIDEYA SHERMAN: Uh-hm. Sure. So, we would-so, I mean many of the lessons learned include making sure that we-we have a regular practice around that data sharing, making sure that the apprenticeship spots across the trades are-are clearly designated for NYCHA residents, and that they're accessing them. We certainly still need some additional support for academic preparation for certain trades, and so we-we-we think we'll have that in-in conjunction with the building trades, and

there--obviously the PLA does not only apply to hiring, it covers much of our capital program. So, there are a number of points that would be subject to that renegotiation.

CHAIRPERSON MILLER: Thank you, Madam Chair.

CHAIRPERSON AMPRY-SAMUEL: Thank you. We have been joined by Council Member Treyger, and before I go to Council Member King, I just want one point of clarification because I have a note here from--from one of the painters. It's five years to be considered a city employee painter, right?

SIDEYA SHERMAN: Right.

CHAIRPERSON AMPRY-SAMUEL: And the question I have because the note that I was sent: NYCHA will only accept the Apprentice Program as 2-1/2 years experience even though they trained for four years. So, I just want to get some clarification as to what would it take to actually become a city employee painter with NYCHA and the program that you have that's four years, the training program, it looks like it's the same, but NYCHA will only accept 2-1/2 of those years. So, can you just clarify?

1  
2           SIDEYA SHERMAN: So, the--the minimum  
3   qualifications for the Civil Service title of  
4   painter, which is I think the equivalent of a journey  
5   level painter is five years of experience. The  
6   painter's apprentice experience I believe counts as  
7   half for the time that they are serving as  
8   apprentices within this program. I don't know and I  
9   would have to go back and find out in terms of the  
10   history of the program how that was arrived at or  
11   agreed to.

12           CHAIRPERSON AMPRY-SAMUEL: So they can--so  
13   they can be in the program for four years and apply  
14   for--and then go some place else and get another year,  
15   and have a total of five years in some level of a--  
16   like a training journeyman program, but NYCHA will  
17   look at it as 2-1/2 years?

18           SIDEYA SHERMAN: So they would need to--so  
19   if they're in the program for four years, my  
20   understanding is that that counts as two years of  
21   experience, and then they would need to get an  
22   additional three years of experience to make the five  
23   years of journey level or--or--or civil service minimum  
24   qualified--minimally qualified painter.

25           CHAIRPERSON MILLER: What is this--is it?

SIDEYA SHERMAN: It's minimum  
qualifications and--and Civil Service titles. Yes.  
it's DCAS and Civil Service Commission.

CHAIRPERSON AMPRY-SAMUEL: Thank you. So,  
next we'll hear from Council Member King followed by  
Council Member Menchaca.

COUNCIL MEMBER KING: Thank you Mr. and  
Mrs. Chair. I want to thank both of you today for  
these conversations. I'm listening to the words  
coming out of both of your mouths, and excited by a  
lot of things that you're saying, but there's lot  
coming out at the same time. So, I'm just going to  
randomly just bounce around, but I do want to start  
following up with Chair Miller when he was talking  
about how we are evaluating the program's success to  
be able to retain folks of what the will like. So my  
question to follow up on what he was talking about is  
there an evaluation sheet or interview when they  
complete the program so you get an idea of why people  
are staying, ore why people are leaving so you can  
correct the record and then that gives us a better  
idea do we continue to fund a program that's not  
really all that successful. If there are people that  
are not being--not happy when they leave because they

don't want to stick and stay or they want to try and just move on and say I'm done with this or quit halfway through. What is your measuring stick to guide all of that so we can gauge that?

SIDEYA SHERMAN: Sure. So, with respect to the Painters Apprentice Program itself, my understanding is that there has not been an evaluation. I think there's been information exchanged with the Council, but not a formal evaluation. For programs where there's an actual enrollment like our Training Academy for instance and completion, we-we track retention for those candidates for at least one year post appointment, and so on the construction side at least 80% remain employed after a year, which is a pretty strong retention, and across the other tracks that we've had it's similar. One of the things that we're looking to do with a program expansion is to actually bring in some CBO partners who can partner with us on the Training Academy so that that gap where we see folks who drop off at their one-year mark, if there are other supports that they need that we have local partners that are assisting in that way. Our-other CBO partners such as Jobs Plus or groups like



Green City Forest or Brooklyn Workforce Innovations, Bed-Stuy, those are a lot of the CBOs that we work with. They also have their own retention and tracking metrics.

COUNCIL MEMBER KING: Okay, you have answered my question and I appreciate that. I would also ask when there's another meeting or you're bringing the information, I would like to know how do you actually have--what kind of in-conversations that you have. It's like when someone leaves a job, there's an exit interview. What kind of in-training programming interviews do you have so we can better evaluate how the person felt about the program. So, if you can help me get that information--help us get the information or if it doesn't exist maybe they could--that should be something that we use to help us also analyze what those couple of months of training did for the innovation that walked through the doors. Looking at the list of residents, Section 3 residents and I've listened to the conversation with Ms. Torres and a few others. I know in the NYCHA's that I have are five NYCHAs, and I do get complaints in regards to the people who are working there on the grounds. So, I want to steer the next couple of questions in

1 that direction to the Section 3 because I knew when I  
2 was growing up that one of the greatest things that  
3 inspired some of the brothers who are in the NYCHA  
4 developments is like, well, is that they work where  
5 they live. And what it helped also do, it helped the  
6 NYCHA community that much--be that much more  
7 respectful to the environment that they lived in.  
8 Why? Because Malik lives on the seventh floor was  
9 responsible for keeping the grounds clean. So, if  
10 I'm hanging out with Malik when Malik is not working,  
11 I'm not trying to mess up the environment that Malik  
12 had to clean up each and every day because he's part  
13 of the family environment in the NYCHA development. I  
14 think that was a great thing that the Section 3 is  
15 supposed to do. Somewhere along the line that flavor  
16 is not in NYCHA the way it should be. You have  
17 people who are--who are part of Section 3 who are not  
18 part of the NYCHA development who come. I've had in  
19 my development Boston Secor, and I asked the guy, I  
20 said where are you from? He said I live in Brooklyn.  
21 I'm trying to figure out how do you get to Brooklyn  
22 to come to the North Bronx to do your job, and if  
23 it's a bad snow day, he doesn't show up. So, I want  
24 to know how do you ensure in this Section 3 program  
25

that the people who are supposed to be from a NYCHA development that they live in, how do you ensure that they are actually part of that NYCHA development?

That's—that's my number one question. Also, I want to know in the process where there is everyday staff, how do you judge and make sure that it allows the everyday staff or—and I mean the administration as grounds from the same project area, housing

development as well. My third question would be is when we start talking about retention when a project is concluding, does that individual who has passed the test, who has been part of this Section 3 program with the—if they're part of this hire-for a project when that project is over does that person gets terminated? Whatever happens—whatever happens to that individual, it determines retention. Do they get some place—sent some place else because they—they have acquired a good skill of being roofer or being a good—or no. Whatever that project is, and if that does happen that they get sent to another development, how does that conflict with the person who is supposed to be already there doing that job in that development. So, I'll stop right there, and we'll continue.

1  
2 SIDEYA SHERMAN: Okay. So, so I think  
3 what I—to answer your question Council Member, I'll  
4 sort of break out the two sides of Section 3. So,  
5 Section 3 applies to our capital fund. I also  
6 applies to our operating fund. So, on the capital  
7 fund side it's—it's what I described earlier.  
8 There's a waterfall of priority. It starts with  
9 NYCHA residents who live where the work is being  
10 administered and expands out to other low-income New  
11 Yorkers. So, in that regard, the sourcing would start  
12 at the development where the work is occurring, but  
13 it certainly can and—does span out to other  
14 developments based on the position, the skillset  
15 requirements and who is available for work. And so,  
16 about 50% of our vendor placements are residents  
17 working either in their development or their borough.  
18 Thirty percent are residents working in boroughs  
19 other than their own, and then the other 20% are  
20 residents who are working on citywide contracts. So,  
21 this could be something like layered access where  
22 they may be one vendor for a multitude of  
23 developments. Notice would certainly go out to all  
24 of those developments that work is coming that way,  
25 but there may be residents from multiple NYCHA

develop working at different sites, and we've seen that residents are--if--if they're interested in the opportunity that there's--and there is not a travel burden that they will certainly move forward and--and work at those sites. On the operating side, we also have a requirement to ensure that at least 30% of our new hires are NYCHA residents, and so on that end we're at 38% of our new hires for 2018 were NYCHA residents. The majority of our hires were in front line positions, which is reflective of where NYCHA is hiring particularly now. So, those are like caretakers and maintenance workers and--and folks that you reference, but also back office and administrative staff and people in community titles as well. Our policy on NYCHA and--and just--I'm make sure that this is correct is people typically are not assigned to--if you're a NYCHA employee that you do not work in the development that you live in. So, you may, for instance, be a housing assistant, but you're not a housing assistant where you live. And so, there--you may see for instance Appales (sic) and Secor (sic) NYCHA residents who are not from that development but were hired through that effort, but there may be Boston Secor residents who are working

1  
2 at nearby development or some place other-elsewhere  
3 in the borough. I would just also add that once  
4 residents are hired, they're incumbent employees like  
5 any other employee, right. So, their-their  
6 selections are based on civil service and seniority  
7 and a number of other components in terms of where-  
8 where the work is assigned, but I know that our HR  
9 Department makes every effort to try to identify  
10 locations that are in close proximity to where people  
11 work when making those assignments.

12 COUNCIL MEMBER KING: Okay. I'd like to  
13 know-I know we have unions in the room. We have  
14 other rule, seniority. If the goal is to make  
15 insurance, and you can tell me if the goal is wrong,  
16 if the goal is to keep NYCHA residents close to home  
17 or close to their environment, what stops, what  
18 really stops your plan as opposed to saying this is  
19 our plan? In the scheme of everything that we have,  
20 we want to make sure that our Section 3, our  
21 administrators, people who work there-and again, are  
22 you the-when I was talking about the gentleman who  
23 came from Brooklyn he was a groundskeeper, and one of  
24 the things that I have heard from a number of  
25 residents is that groundkeepers who are not from a

particular development don't have the same passion,  
and I'm talking about summer grounds keepers who have  
been there, and then have got moved or whatever life  
circumstances, they are not there. But the program  
has not utilized people who want to work and take  
care of their own house. So, I'm asking you all how  
do we correct that? Is there a plan in place? If  
not, can we formulate one to make sure that we really  
put our best efforts to make sure that people who  
live in NYCHA in their own NYCHAs can stay almost  
like if I'm keeping up my apartment, then why can't I  
keep the outdoor grounds clean? Then I can hold  
people accountable because you got to see me  
everyday, but if I've got to go down and train and  
leave, who cares? Then you come back to work the  
next day and the place is tore up. Now, you twisted  
that to people and now you're not going to do the  
work because I just cleaned this up. How do we  
change the mindset of how the system thinks about how  
they use Section 3 other than quoting those numbers?  
Because when I look at some of the numbers, you know,  
for us to see it for just one person, it-a complain-a  
complaint in East Chester got one person. We need  
three people here. So, who makes that determination?

1  
2 When you all lay out the 1,500 people, who decided  
3 where everybody goes, and how do you all break down  
4 the ratio because some developments are smaller than  
5 others. So, who figured out that this development  
6 gets one site or this one gets two sites. This one  
7 gets four sites. Who is evaluating what's really  
8 needed at a site, and when you move and shift people  
9 around, are you putting them—are you filling spots in  
10 as quick as you move them out? You know, I said Gun  
11 Hill and Park Chester was one. We know it's  
12 consolidated when merged together, and then what  
13 ended up happening is that everyone—you all put  
14 everybody in a better development, and one  
15 development fell apart whether or not these were  
16 deconsolidated, you all didn't give enough staff to  
17 one of the NYCHA developments so they were still  
18 struggling. So, I'm just asking who is making those  
19 kind of decisions on ratio when you hire folks and  
20 where do they go?

21 SIDEYA SHERMAN: Sure. So, so they are  
22 discussing plans that are created within our  
23 Operations, Property Management Department based on a  
24 number of factors, acres, units in terms of how  
25 caretakers, other frontline staff are deployed. When



NYCHA residents are hired, they are like any other employee, you know, slotted into vacancies within the agency, and there's an opportunity to pick amongst those vacancies that exist. I'm sure that as you're aware, NYCHA recently reached agreement with Local 237 around expanding hours of service. So, this is not only a benefit to NYCHA residents in terms of their buildings being clean and—and more upkeep, but with that agreement, we'll also be hiring an additional 210 caretakers above our normal staffing level. So, some of your concerns, and we can certainly look into Gun Hill and Park Chester in particular around frontline staffing, will hopefully be addressed through that staffing up, but the—the policy around having someone work where they live, is—is something that is still in place. We certainly understand your—your feedback, and tried to ensure that people are assigned, you know, in the reasonable travel distance from their home, but that is a policy that applies to all employees. I would just also add that, you know, we—over 30% of our new hires were NYCHA resident employees last year, but over 22% of our workforce are NYCHA resident employees, and we see that those employees have an average tenure of

over 16 years. So, people come to the Authority. They—they may start as a caretaker. They move into other positions, move up the ranks, and make decisions about where they want to work based on their—their own—their own personal choice. And so they would like any other employee take advantage of opportunities within the authority and make decisions about travel and—and the positions in particular.

COUNCIL MEMBER KING: Okay. Just before I wrap up, I heard that NYCHA is going to be working with other community based organizations to help stabilize more of the services that you guys are delivering and the employee opportunities that you're delivering. Is—are you thinking about training NYCHA residents who might want to get into the Administration or any other career fields? So this way you create your own pool of NYCHA residents who are ready to jump into the workforce? Are you thinking of doing something like that?

SIDEYA SHERMAN: Sure and so our work is really through partners like the CBOs we mentioned, and so we have partners who are providing training in administration. We've partnered with a number of CUNYs. We have partnerships throughout IT for

instance. So we do have those types of partnerships and training available to residents. Our goal is to identify the groups that are best in business at doing that kind of work, and then being able to connect residents to those—those training classes.

COUNCIL MEMBER KING: I'm going to ask when you—as you do continue these partnerships that when it comes to a lot of our NYCHA residents especially as you've heard sources, we're talented—we're talented in NYCHA sometimes through the economic conditions it might be—it might be easier for me not to try to travel all the way down to Wall Street for training. Maybe there's a way that you can figure out how training close to NYCHA residents so trying to get them to a training doesn't become an obstacle or as well. I have a couple of NYCHA residents who would love to get jobs. They come to me trying to get jobs, but every time they—someone tells them to come somewhere, they've got to Lower Manhattan, somewhere far off that's just too challenging for them to get there due to their economic conditions. So, maybe you might want to look to bringing the water to the people as opposed to trying to get the people go far off when they

drink the water. And my last question is: How are  
MWBEs part of your contracting process and making  
sure that there's fair equity in-in your contracts?

CHAIRPERSON AMPRY-SAMUEL: And let me  
just say this: That has to be the last question, and  
I do apologize to my colleagues. I'm now going to  
have to put everybody on the clock.

SIDEYA SHERMAN: So, I'm going to turn to  
my colleagues to discuss MWBEs.

ESTER HINES: [off mic] Thank you,  
Council Member-[on mic] thank you Council Member for  
the MWBE question. So the Housing Authority is proud  
to partner with the city's goal of awarding \$20  
billion to MWBE contract awards. The 10-year goal of  
OneNYC through 2025. So, we partner with the city  
and provide them with our information regarding  
MWBEs, and for-if you would just give me a second I  
can certainly find it.

COUNCIL MEMBER KING: I'll give you three  
seconds.

ESTER HINES: Oh, thank you.

COUNCIL MEMBER KING: [laughs]

ESTER HINES: You're going to really time  
me? Okay.

COUNCIL MEMBER KING: That's Alicka's  
area. [laughs]

CHAIRPERSON AMPRY-SAMUEL: Clearly I  
messed up and, you know—

COUNCIL MEMBER KING: [laughs] I'll tell  
you what, Madam Chair, you can go onto the next  
member. When you figure it out, please you can  
answer it some time.

ESTER HINES: Oh, I have it.

COUNCIL MEMBER KING: Oh, okay.

ESTER HINES: So, the Housing—the Housing  
Authority in the course of from—from Fiscal Year 2015  
through Fiscal Year 2018, the Housing Authority has  
awarded almost \$1.3 billion to city certified MWBEs.  
We're very proud of that number [bell] and we're  
working hard to make sure that it keeps going up.

COUNCIL MEMBER KING: Thank you very much.  
Thank you, Madam Chair. Appreciate you.

CHAIRPERSON AMPRY-SAMUEL: Thank you.  
What you were just reading from, would that be made  
available to the public or just the information and  
numbers that we are seeing and hearing today?

ESTER HINES: For—for the—for the one

CHAIRPERSON AMPRY-SAMUEL: MWBE, Section 3, lists and--will any of this be made public?

ESTER HINES: Yes. The--the MWBE numbers are the numbers that are reported by MOCS on their website. They're numbers that are reported by them and they total the numbers for all of the city and the mayorals, and the information regarding the contracting for Section 3, we will certainly be providing that on an ongoing basis biannually.

CHAIRPERSON AMPRY-SAMUEL: Okay, thank you. So, next we'll hear from Council Member Menchaca followed by Council Member Adams and the Council Member Gjonaj, and we do have a clock and then Treyger.

COUNCIL MEMBER MENCHACA: Thank. First question. The contracts that you speak to regarding the kind of MWBE, et cetera, there's a lot of different numbers that I'm going to reconcile here. I'm hearing from folks in my community right now that are watching that essentially you're--you're essentially helping it up to 270 residents start their own businesses, but you're not necessarily helping them get the contracts. And then there's a discrepancy on--on say the number of what--what I think

1  
2 is a really small number of--of Section 3 residents  
3 getting directly hired by NYCHA in 2018, and then  
4 that big number you opened up your testimony with was  
5 like 15,000. So, I'm--I'm kind of swimming. 15,000  
6 resident job placements. I'm assuming that's Section  
7 3 relevant to it. So, I'm so confused about the--the  
8 different numbers and--and how that works. Let's  
9 start there.

10 SIDEYA SHERMAN: Sure. So--so the 15,000  
11 number is a reflection of all of our hiring efforts,  
12 not only Section 3 and so that is Section 3 direct--  
13 Section 3 Contractor Hiring, Section 3 Direct Hiring,  
14 the Jobs Plus Program, as well as our partnership  
15 with other private employers that may not be Section  
16 3--subject to Section 3 requirements. And so that  
17 number is the reflection of a 5-year period with all  
18 of those program outputs. With respect to your  
19 question regarding small businesses with residents  
20 and MWBEs, so I think what you're referring to  
21 particularly with our Business Pathways program right  
22 now, which would focus on the food and the childcare  
23 sector, and that really came from we issued a survey  
24 to residents in 2013 to understand what business  
25 areas they were interested from exploring food--

COUNCIL MEMBER MENCHACA: [interposing]  
Like non-construction?

SIDEYA SHERMAN: Exactly. So, food—well,  
so food, childcare, personal care were the top  
categories. It doesn't mean that there aren't people  
who are interested in construction for sure, but  
that's where we focus our efforts in partnership with  
SBS. That is a different set of businesses than  
those that are doing business with NYCHA through MWBE  
contracting although NYCHA certainly has procured  
catering services through some of our—our resident  
owned food businesses, it's a different market than  
the neighborhood businesses.

COUNCIL MEMBER MENCHACA: [interposing]  
Got it. So I only have a few seconds. I'm going to  
put—put three—probably three questions in 42 seconds.  
The—the work that the contractors do through Section  
3 require folks to sign in, and what we're hearing on  
the ground is that people don't individually sign in  
so you actually don't know who is working where. You  
just have the numbers that are reported that I think  
are part of the compliance issue, and some of the big  
concerns that I think communities are having for  
accountability. So, the recommendation would be that



10%--oh, and then on the other piece and hires in Red Hook and Gowanus, the recommendation is that 10% of the \$550 million allocated to Red Hook is for Section 3 business concerns. What percentage is being used by Section 3 business [bell] and--and--and I guess this is the--this is the question about how we--how we can funnel a very particular kind of funding that's coming through so we can get to those goals. And the final thing, if I can add really quick is clearly NYCHA is in the middle of a lot of uncertainty. The judge is--we're waiting for the judge to make some determinations and your plan that actually changed union relationships, and said, hey we have the unions with us to do some really cool and interesting work. How are you preparing for that in terms of Section 3 and really all hiring whatsoever? That's it for me.

SIDEYA SHERMAN: So, so I'll just quickly in. So with respect to signing in on worksites, that's something that we can make sure that our Capital Projects Team looks into in particular so there is a process where employees sign in on worksites as a--there's a reconciliation with certified payroll. There's a--there's an entire process that our Capital Projects Team administers.

I can't speak to it specifically, but we certainly can bring that back with Red Hook and Gowanus in particular in case there are concerns there. In terms of--of moving forward, we are certainly, you know, working to ensure that hiring is a part of any new investment that comes to the Authority. That is a priority and so that--that will continue, and I think there was--

COUNCIL MEMBER MENCHACA: And then there was the recommendations on--on percentages that you can kind of put goals around that investment and then the last one was just the impending judge decision and how--how your team is kind of thinking about that, anticipating that and planning for that.

SIDEYA SHERMAN: Sure. So with the Section 3 business concerns, I can turn to my colleague on that, but just in terms of as we--we look forward, we are, you know, awaiting and certainly working through the--the change underway, and resident hiring is still a priority within that, and obviously we worked through community based partners who are anchors in their--in the neighborhoods we serve, and so we fully anticipate that residents would still have those connections.

ESTER HINES: Good afternoon. With respect to Section 3 business concerns, we've worked really hard to try to increase the number of Section 3 business concerns that are on the NYCHA registry. We—we identified a small segment of Section 3 business concerns that are actually owned and operated by NYCHA residents, and we work hard. I work with Section 3 business concerns to make sure that they are included in all MWBE outreach programs and initiatives. If they want to help build their business, we connect them with SBS, which can help them build their business, and do work not only for NYCHA, but for all other city agencies as well, which might have, you know, smaller—smaller projects that they are actually more inclined to get better awards for.

CHAIRPERSON AMPRY-SAMUEL: Council Member Adams.

COUNCIL MEMBER ADAMS: Thank you, Madam Chair. Thank you both for your testimony today. We really appreciate it. I guess I'm—I'm having a little bit of a hard time with a lot of the numbers that we've been listening to this afternoon, and I'm listening to my colleagues struggle with the numbers

as well. One of the most difficult ones for me to hear about was the 5-year timeframe as far as employment is concerned, and we're sitting here going we could go to med school. So, that's one thing. The other thing that--that my colleague spoke about were these numbers as they pertain to overall hires in 2018 for me and my three developments in Southeast Queens, Baisley Park, South Jamaica 1 and South Jamaica 2, I've got one person at each development for the entire year of 2018, and the disturbs me, and I know that if it disturbs me, it certainly disturbs the residents of these developments. So, my question and--and just trying to assess who the hires are, is there any breakdown? We had an individual testify earlier according to--he expressed his concern of whited collar job and blue collar jobs. What is the breakdown of these types of jobs in Section 3 hires, and I just need--that's my first question, and--and my--my other question if we can just get a little bit more specific as to where these numbers--how these numbers are assessed specifically for individual developments when we know that there are thousands of residents in New York City NYCHA developments and to see numbers 1, 2 and 3 consistent on these pages,

1  
2 it's very disturbing to me. So, if you can just help  
3 me to understand that a little bit more and then give  
4 us a little assessment as far as the types of jobs  
5 we're talking about with the new hires. Thank you.

6 SIDEYA SHERMAN: So, on the operating  
7 side, so those direct hires with the Authority, the  
8 majority of those positions are caretaker positions.  
9 There are also administrative titles, custom service  
10 information titles and other positions throughout the  
11 Authority, but the bulk of the hiring is within our  
12 front line caretaker position, which is the bulk-bulk  
13 of where NYCHA is hiring. On the vendor side  
14 particularly on capital contracts, the top titles are  
15 mason attenders, asbestos handlers, laborers. There  
16 are energy conservation assistants, security guards,  
17 carpenters. There are a number of titles, but the  
18 titles in the jobs really reflect the work that we  
19 are awarding as well as where our hiring efforts are  
20 focused right now, which is primarily frontline  
21 hiring as well as construction and repair work.

22 COUNCIL MEMBER ADAMS: Okay, that summed  
23 up a lot. [bell] Thank you, clock. [laughter] Just  
24 to-just to add, you know, and thank you for your  
25 responses. It's-it's just a little disturbing-no,

1  
2 it's a lot disturbing to hear that there are so many  
3 residents that are asking all of us and looking at  
4 us, you know, like please help us to do our jobs  
5 better and get employment and get good career passing  
6 for residents as one of—one of the folks testified  
7 here today. I mean we're talking about people living  
8 in NYCHA who have multiple degrees in some—in some  
9 places, and we are not servicing them the way that we  
10 know that the city can service them especially with  
11 the—with the new mountainous number of issues that  
12 are—that is going on with NYCHA right now. I think  
13 that we can do a better job with Section 3. So, I'm  
14 sure that the Co-Chairs today are taking all of this  
15 in, and we are going to carefully look at this and  
16 see how we can best assist NYCHA with getting Section  
17 3 a little bit better. Thank you.

18 CHAIRPERSON AMPRY-SAMUEL: Thank you.  
19 Before you—you ask your question, Council Member  
20 Gjonaj, what would be helpful to—paint us a quick  
21 picture, and I'm just going off of what Council  
22 Member Adams just talked about. We see the number—  
23 we've heard a lot of numbers, and we see the numbers  
24 even next to the 1-1-1-1, and in your testimony it  
25 says we also incorporate resident hiring requirements

for other real estate development activities, energy contracts and more. So, and then you mention that you were at 38% of hiring the new hirees. So, can you give us an example of a development that you're working in now that, a new contract, looking at 30% new hiree requirement, and just give us an example of how you arrived at that 38%. Like, you know, give us the development, how many people are hired that are working there, and--and just what that looks like so that we can see a picture of it. I think that would be helpful.

SIDEYA SHERMAN: Sure. So the 38% reference was reference--in reference to the hires directly with the Authority, and so 38% of the new hires with NYCHA itself.

CHAIRPERSON AMPRY-SAMUEL: Okay, so, alright. So, let's--so we're not talking about NYCHA then. Okay, so--so now we know what that 38% was because we--there was a question. So give us--paint us a picture of a new contract that you have where they have hired a certain amount of residents in that particular development under that contract, and you're proud of and everything that you said today

would back up what is actually happening on the  
ground right now?

SIDEYA SHERMAN: Sure. So, I mean the—I  
can't think of a specific contract in t this  
instance. I—I do have the hiring information for  
Smith, which was a question and so I can speak to  
that if it would be helpful

CHAIRPERSON AMPRY-SAMUEL: Okay, okay,  
that was Sandy, right?

SIDEYA SHERMAN: That's Sandy, but it's  
stil--

CHAIRPERSON AMPRY-SAMUEL: Okay.

SIDEYA SHERMAN: --we are applying  
Section 3 in that instance. So, with that contract  
in particular there were 13 new hires and all 13 of  
those hires are Section 3 hires. Two of the Section  
3 hires reside at Smith. At Smith there were seven  
residents trained for the Sandy Paid Apprentice  
program, and so I don't have the placing information  
for those other. There was a balance of the seven,  
but they could be at other NYCHA developments for  
instance, and so, the—the process is when NYCHA  
awards the contract. There is a hiring projection.  
There is a pre-start meeting with the tenant



association where there's a review of what that projection is. This is an ongoing referral process throughout the life of the contract. The contract will go multiple years, and throughout that process, NYCHA would help the vendor obtain and source candidates. At the close of the contract, NYCHA would evaluate whether the vendor itself is compliant with its requirements. Another example that I can certainly share, which was reflected in the—the panel prior to us is Ocean Bay. That is where we had a RAD preservation project. The building was converted from Section 9 to Section 8. As part of that project there were two key hiring components. The—the—the developer had a hiring requirement around the construction jobs, which was per the regulation. NYCHA additionally added a hiring requirement with respect to their permanent jobs, which didn't extend per the regulation, but NYCHA extended it in that instance. And then there was also Sandy work occurring there, so there were additional hires with FEMA funding. Across that project, there were over 70—almost 70 hires between the permanent jobs and the construction jobs within Ocean Bay, and many of those residents are still working today including the

gentleman who testified this morning. And so there are certainly the—the extent of the regulation is 30% of new hires. We make every effort to push beyond that and Ocean Bay is certainly an example of that or our Sandy program is an example of that where we're applying Section 3 where the extent of the regulation does not exist. But our efforts outside of Section 3 also reflect that, and so NYCHA residents are New Yorkers. They're—they, you know, our goal is also to make sure that they are connected to the city systems that provide workforce services, and so this goes beyond REES. It goes beyond Section 3 and includes the programs that we're initiating with our partners. It includes connections to the workforce system, and other programs that can help them with their—their aspirations, whatever it may be. The hiring that NYCHA generates typically is really primarily reflective of what you would see with a landlord, a lot of maintenance divisions, building management positions, construction positions, and we know that there are certainly careers beyond that, and that's the reason why although we want to make sure we're maximizing Section 3, we are still focused on having community partnerships where people can access

training and opportunities in sectors where NYCHA is typically not generating vacancies.

CASEY ADAMS: Okay and so what's in front of us is the direct NYCHA hiring so this is solely--

SIDEYA SHERMAN: [interposing] Yes, and it--

CHAIRPERSON AMPRY-SAMUEL: --and are working at NYCHA?

SIDEYA SHERMAN: At NYCHA today.

CHAIRPERSON AMPRY-SAMUEL: And so, can we get a list of the Section 3 hirees? The same--like within the same type of format for the other jobs?

SIDEYA SHERMAN: We're going to be getting it, and so what is being prepared for--for you and I apologize that we don't have that today, but what is being prepared for you is an exact map for your respective areas with the vendor hires.

CHAIRPERSON AMPRY-SAMUEL: Okay. Alright, thank you. Council Member Gjonaj.

COUNCIL MEMBER GJONAJ: Thank you, Chairs. Will those vendor hires also include titles, salaries, positions---

SIDEYA SHERMAN: Sure we--

COUNCIL MEMBER GJONAJ: [interposing] -in  
the breakdown?

SIDEYA SHERMAN: --can share with you,  
and we can also give like the top 20 titles, average  
wage as well just so you have a sense of what the  
typical titles are.

COUNCIL MEMBER GJONAJ: Great. Are you  
familiar with Throggs Neck Housing in the Bronx?

SIDEYA SHERMAN: Yes.

COUNCIL MEMBER GJONAJ: Okay, during the  
summer there was some very questionable eye-raising,  
eyebrow raising conduct that forced NYCHA to  
relocate. I believe it was more than 40 employees to  
other NYCHA facilities. [pause] Correct?

SIDEYA SHERMAN: To my understanding,  
yes.

COUNCIL MEMBER GJONAJ: Okay, so those  
40, which the investigation is still ongoing have not  
been relocated back to their original positions in  
that facility? They're scattered throughout the five  
boroughs. Of those 40 replacements that came in, how  
many of them are Section 3 candidates? According to  
the figure you just gave of those permanent hires,  
you have two. Just--and I would consider them to be

new hires or somewhere in the system there should be a new hire to replace the transaction. If it's 40 employees, 30%, that would mean it should be a number of 12.

SIDEYA SHERMAN: So-so I can't speak to that unfortunately, but my colleague Kerry Jew is joining us. [background comments/pause]

KERRI JEW: Thank you. So-so that's another point and I'm sorry for not mentioning it. Just for clarification on this map, this is showing you the number of residents who live at Throggs Neck who have been hired by NYCHA. It does not necessarily mean that they're working at Throggs Neck or even working in that capacity as a caretaker. It's-it's a demonstration of who was hired by NYCHA from the developments where--

COUNCIL MEMBER GJONAJ: So, this is not demonstrating where they're working? It's where--what NYCHA facility they're coming from. So, in the city I have two from Throggs Neck Housing throughout the city of New York in all NYCHA facilities.

KERRI JEW: That were--that were employed last year. So, you may have employees from Throggs Neck Houses who were employed years prior and who are

1  
2 still part of NYCHA's workforce, but in-with respect  
3 to who we hired last year, two of those residents  
4 were Throggs Neck.

5 COUNCIL MEMBER GJONAJ: Now, I'm  
6 completely confused. The number that you provided  
7 was 15,000 total employees that were hired by NYCHA  
8 since 2014. Am I correct on that?

9 KERRI JEW: So, and I'm sorry for-for  
10 this confusion. So, the number that we shared  
11 reflects all of NYCHA's resident employment efforts,  
12 hires through our partners through Section 3, direct  
13 hires, key programs like the Jobs Plus Program a  
14 variety of services that have been serving NYCHA  
15 residents. This map here is only a reflection within  
16 the last year of-of all the employees that NYCHA  
17 hired who came from your respective districts, and so  
18 those two individuals were hired last year.

19 COUNCIL MEMBER GJONAJ: If you're giving  
20 us a bird's eye view of 2014 through 2018 by giving  
21 us numbers of 15,000, but why wouldn't you [bell]  
22 give us the entire number for that same period  
23 regardless, and only give us a 2018 snapshot?

24 KERRI JEW: So, of new hires--of direct  
25 hires from your development?

COUNCIL MEMBER GJONAJ: Let's go back to the 15,000 number. That is a 2000—from 2014 through 2018 figure. Am I correct?

KERRI JEW: Yes.

COUNCIL MEMBER GJONAJ: Yet the numbers that you've just given us are specifically for 2018 only. We're missing 14 through 17 to get a complete reflection of the number of Section 8 positions that were afforded of the 15,000.

KERRI JEW: Sure so we can certainly share with you direct hires over that period.

COUNCIL MEMBER GJONAJ: But isn't that what you're supposed to be doing if you're giving us the numbers that it looks great 15,000 employees from New York City hired, permanent jobs and then you want to give us a snapshot of one year where that captures four or five?

KERRI JEW: Sure. So, we can certainly follow up with you, Council Member.

COUNCIL MEMBER GJONAJ: I—I-my last question. I'm sorry if we're going a bit, Chair, with your commission. The question on S3BC where the threshold lots were either 51% of the company has to be owned by a Section 3 individual or are 30% staffed

by Section 3 or at a minimum 25% of the total award  
to go to an S3BC contractor. Am I correct?

KERRI JEW: Uh-hm.

COUNCIL MEMBER GJONAJ: How does that  
conflict with our current WMBE program of 30%?

KERRI JEW: So, the Section 3 Program is  
race and gender neutral and it's a HUD federal  
mandate. The MWBE program that the city and state  
run, the Housing Authority is a non-mayoral agency.  
So, we—we—although we're a part of OneNYC and we  
certainly work hard to develop MWBE contract awards,  
we are not part of the 30% goal for MWBE contract  
awards that other mayoral agencies are a part of.

COUNCIL MEMBER GJONAJ: So, in addition  
to the 30% goal for WMBEs we have and additional—I'm  
guessing that is 30% as well, that fall under S3BC.

KERRI JEW: The Section 3.

COUNCIL MEMBER GJONAJ: Or are we double  
dipping there say if they're minority owned, we're  
going to claim that they are meeting that quota or  
our goal under S3DC?

KERRI JEW: So, we don't—a Section 3  
business concern it's--the Section 3 Program is race  
and gender neutral. So, it is different from the



MWBE program that's run by the city. The Section 3 Program is mandated by HUD. The Housing Authority is funded by HUD, so we are obligated to follow the mandates of Section 3. The city and the state's MWBE program their disparity studies, while the Housing Authority works hard to ensure that MWBE contract awards happen, we are not part of Local Law 1. We-we-certainly our contract awards to MWBEs are counted, and that \$1.3 billion that was awarded over the last four fiscal years are numbers for city certified MWBEs that we reported to MOCS, but that is separate sort of from the Section 3 goals required by HUD.

COUNCIL MEMBER GJONAJ: My last question: Is it possible that some of the S3BC entities are also registered WMBEs?

KERRI JEW: It-it is certainly possible if you are a Section 3 business concern that you could also be a Minority and Women Owned Business that is city certified. That is certainly possible.

COUNCIL MEMBER GJONAJ: Thank you for your time. I'd like to continue this conversation off in the future. There's many more questions that have gone unanswered, and because of time

constraints. Thank you for your consideration,  
Chair.

CHAIRPERSON AMPRY-SAMUEL: Council Member  
Treyger.

COUNCIL MEMBER TREYGER: Thank you to  
both chairs for holding this very timely hearing.  
I'm just going to quickly put my teacher hat on and,  
you know, at least to divide up the positives and  
then areas for-for improvement. So, the positives.  
So, Brian took office and I was in my previous role  
the Chair of the Recovery and Resilience Committee.  
I made it a priority in my district to hold a meeting  
with all of my NYCHA leaders and NYCHA to meet every  
three to four months to discuss Hurricane Sandy  
recovery work and to make sure residents were updated  
about recovery efforts, and to also make sure that as  
we advance in the recovery that residents don't just  
witness the recovery, but they have opportunities to  
be active participants in the recovery working on  
their job sites. So, NYCHA did attend those meetings,  
and I greatly appreciate that and-and so I will give  
NYCHA a-a checkmark for that, but here's where I am  
every concerned, and quite frankly angry. I don't  
believe NYCHA did any prep work in advance of the PLA

1 Agreement being signed with Labor. Now, I come from  
2 labor so I appreciate the role that Labor plays in  
3 New York City and our country, but the residents of  
4 my developments and of the Rockaways and Red Hook,  
5 Canarsie all the areas that were impacted by Sandy.  
6 They were the ones advocating for the FEMA Money.  
7 They were the ones fighting for it. This Council  
8 held hearings to make sure that FEMA delivered on  
9 that money. The Administration signed the PLA  
10 without really checking or speaking with us.  
11 Certainly did not tell the residents, and now you  
12 have a PLA, and many of the residents are very  
13 frustrated understandably so and angry that they have  
14 been effectively shut out. And it's my understanding  
15 that REES is supposed to keep track of those  
16 residents who have signed up looking for work and--and  
17 to kind of see where they're at--if they need to build  
18 up their capacity. So, we have this information this  
19 pool of data about residents seeking work. You have  
20 FEMA, and I don't know the next time FEMA will--will  
21 deliver a \$3 billion check to anyone let alone the  
22 Housing Authority, and our residents are not--many of  
23 the ones really for the most part working on these  
24 job sites. Now I understand that you're--you're going

1 to point to numbers where they-they went to  
2 workshops, they went to trainings, but in my meetings  
3 in my research in my district some of our folks might  
4 be lacking in a-in a couple of areas-key areas, but  
5 if we knew they were lacking in key areas, we knew  
6 the-the press conference for the FEMA check was years  
7 ago. Work did not start until really about a year or  
8 a year and a half ago in all developments. We had  
9 time to build up capacity. We had time to bring in  
10 labor, to bring in NYCHA, to bring in the  
11 Administration, and residents together say: What can  
12 we do to cut the red tape, to cut any communication  
13 gap and get residents onto the job site, and we  
14 failed. [bell] We failed and I am hearing that, you  
15 know, PLA is being negotiated against. We have to  
16 have residents at the table. We have to, and I  
17 respect my sisters and brothers from Labor, and I'm  
18 sure that they want to open their doors to have more  
19 residents entering their-their-their workforce. But  
20 residents were-in my view, they were shut out, and I  
21 was at the grassroots in here having meetings every  
22 three months in my district about Hurricane Sandy  
23 recovery efforts, and here we are advocating for more  
24 money for NYCHA and NYCHA definitely needs it.  
25

1  
2 There's no question about it, but we also need to  
3 make sure that we're building up capacity in our-in  
4 our residential buildings as well. In my district I  
5 worked with Workforce 1 on a-because their data  
6 showed me. I didn't' really hear from REES. I heard  
7 from Workforce 1, and we're lucky that we have one in  
8 Coney Island. They told me that some residents  
9 coming in are lacking for example a high school  
10 diploma. So I am funding a free high school  
11 equivalency class in my district with-with food, with  
12 childcare with case management, with social workers.  
13 It's a whole wraparound service program because we're  
14 going to get those folks hooked up to jobs, but I  
15 didn't get that much help from REES or much help  
16 from-from folks-from the other-other agencies. I did  
17 this organically on my own within our own structures.  
18 So, I would just urge you-this is more of a-of an  
19 urge appeal that we need to do more to build up  
20 capacity. We need to also understand that NYCHA has  
21 the power-has the leverage power. Before we sign  
22 agreements, we need to make sure residents are at the  
23 table and they and their priorities are also heard,  
24 and if you could speak to that, I-I would greatly  
25 appreciate that, and I look forward to making sure

1  
2 that we—we don't make this error again. We need to  
3 make sure residents are at the table, and that  
4 everyone understands that residents entering the  
5 workforce has to be a priority before anything is  
6 signed especially a \$3 billion check. I—I'd be happy  
7 to hear—hear your commentary. Thank you.

8               SIDEYA SHERMAN: Thank you for your  
9 comments Council Member. So, with respect to the  
10 recovery in neighborhoods in particular, as you are  
11 aware, which NYCHA received the—the funding from  
12 FEMA, it took and additional measure, which was  
13 really to create a Section 3 program specific to the  
14 Sandy Recovery effort, and so I know that you  
15 regularly engage with that team, and so there is  
16 certainly the citywide services that are available to  
17 REES, but to residents who live in the Hurricane  
18 Sandy impacted areas, they have this additional Sandy  
19 recovery program with the team who's on the ground on  
20 a regular basis. Across the Sandy Portfolio, there  
21 have been around 1,000 hires and around 700 of those  
22 hires are Section 3 individuals, but the challenge  
23 that you described on the ground is—I don't disagree  
24 and we know that that's a challenge across our  
25 portfolio. As I mentioned, we are entering

1 renegotiation regarding the PLA. Resident hiring is  
2 at the crux of that and at the forefront of it. We—  
3 when we entered the PLA, we had an additional MOU  
4 specifically focused on resident training because we  
5 knew that there were—there would be challenges to  
6 entering into particular trades, and so that's where  
7 we are focusing our attention not only in ensuring  
8 that people have access to the unions, but that the  
9 unions are partners with us in preparing people. So,  
10 I—we certainly would look to engage with you. I know  
11 our team, NYCHA team regularly participates in the  
12 breakfast that you host, and so we would look to  
13 continue to do that, and get that feedback as we  
14 start those discussions.

16 COUNCIL MEMBER TREYGER: Yes, in closing  
17 I think that chair so much for—for being very patient  
18 with me, and this is my closing statement. Yes,  
19 NYCHA attends the breakfast, and I do appreciate  
20 that, and I—that's a big part. It's a big part of  
21 our communication, but what I would urge the  
22 Administration, urge NYCHA and also the Mayor's  
23 Office on this is that before anything is signed,  
24 checking and consult because quite frankly, I'm—I'm  
25 very blunt, and I'm not faulting you in particular

1 because I know you weren't the one who signed  
2 anything, but it was a real slap in the face to  
3 residents who really worked so hard for years, and  
4 they were the ones subjected to no heat and no hot  
5 water during those days right after Sandy. They were  
6 the ones that that organized. They were the ones  
7 that came to hearings and testified. Not to even tell  
8 them or to tell us that that was being signed or even  
9 negotiated, and again we want labor, of course there.  
10 We want labor at the table, but the residents have to  
11 be there, too. So, my appeal to the Administration  
12 is to make sure that residents are at the front and  
13 center of these discussions and negotiations. Yes, we  
14 want quality of work but there is something called  
15 human resilience as opposed—in addition to physical  
16 resiliency. We have an obligation to build up human  
17 capacity in our developments. So for anything that's  
18 signed, for anything that's dotted, let's make sure  
19 residents are at the table and their needs and their—  
20 and their concerns are front and center. I thank the  
21 chair for—for her time.

23 CHAIRPERSON MILLER: Thank you so much,  
24 Councilman Treyger for—for sharing your experiences,  
25 you—your real time experiences. Obviously, for the



1 past five years I've witnessed you advocating on  
2 behalf of those residents in the Coney Island area,  
3 and the agency and-- so forth, and he makes a really  
4 great point that we want to make sure that whatever  
5 we do moving forward as a result this hearing and the  
6 information that we ascertain that reflects the needs  
7 and the values of--NYCHA residents that we all  
8 represent here. So, I want to digress a little bit  
9 and--and go back to the nearly 550 residents that were  
10 hired internally by NYCHA in 2018. Is that correct?  
11 Because there are so many numbers flying around here.  
12 It was somewhere in 548, 549 throughout the boroughs.

14 SIDEYA SHERMAN: Yes.

15 CHAIRPERSON MILLER: Uh-hm. So that is  
16 the total number of internal hires for NYCHA in 2018?

17 SIDEYA SHERMAN: That--that only reflects  
18 38% of the new hires of--

19 CHAIRPERSON MILLER: 30--so that's 38.  
20 That's nearly well close to half of the new hires  
21 throughout the entire NYCHA system--

22 SIDEYA SHERMAN: Uh-hm.

23 CHAIRPERSON MILLER: --including by  
24 virtue of--of attrition and all the other things that  
25 we've only hired 550 folk?

1

2

SIDEYA SHERMAN: 550 NYCHA residents.

3

CHAIRPERSON MILLER: NYCHA residents

4

yeah.

5

SIDEYA SHERMAN: Out of the other--

6

CHAIRPERSON MILLER: [interposing] There

7

may be 1,100 that were hired.

8

KERRI JEW: The--the balance. So, the

9

total [pause] --so there were over 1,400 hires by the

10

Authority last year, and 38% or 550 were NYCHA

11

residents.

12

CHAIRPERSON MILLER: Okay, so as we--and--

13

and we'd like to see again in our follow-up letter

14

that goes to you that--that specifics on--on where

15

those hirees came from within the departments and

16

agencies. Does that include recent, as was testified

17

earlier the Ocean Bay hires?

18

SIDEYA SHERMAN: So, the--the gentleman

19

who spoke earlier was hired by Wavecrest who is the

20

new landlord at Ocean Bay, and so that would reflect

21

a Section 3 hire with one of our vendors. So, they

22

are employees of Ocean Bay. They manage the property.

23

They have full-time jobs but those are not NYCHA

24

employees because they are a private landlord who is

25

operating.

CHAIRPERSON MILLER: Do you know how many  
of those current employees were NYCHA employees prior  
to the transition?

SIDEYA SHERMAN: So, the-the new hires  
are 30-I can get the exact number but over 30 new  
hires were-of NYCHA residents who were not NYCHA  
resident employees, NYCHA residents who were hired by  
the landlord there fore the day-today duties.  
Incumbent NYCHA employees were-had the opportunity to  
move to other positions within the agency.

CHAIRPERSON MILLER: Do you know many  
NYCHA employees are there now?

SIDEYA SHERMAN: So, within Ocean Bay  
there are no NYCHA employees any more at that site  
because we've converted it through our rental  
system's demonstration program to a partnership based  
model where they're-they're Section 8, but--

CHAIRPERSON MILLER: [interposing] But  
there was an opportunity for them to stay somewhere  
where they may have been work for 5, 10, 20 years,  
right?

SIDEYA SHERMAN: So, I'll let my  
colleague Kerri speak to the incumbent workers who  
are at Ocean Bay.

CHAIRPERSON MILLER: Uh-hm.

KERRI JEW: So, the employees who were assigned to Ocean Bay prior to the transition to Wavecrest were given the opportunity to take jobs with Wavecrest if that's what they chose, or they were given the opportunity to be redeployed into existing vacancies within NYCHA. Everybody chose to be redeployed to interesting vacancies within NYCHA

CHAIRPERSON MILLER: How-how-how many residents-how many employees-how many people were employed at-at Ocean Bay or whatever it was called back then.

KERRI JEW: I don't-I don't have that number. I will have to get back to you.

CHAIRPERSON MILLER: Was the retention at zero?

KERRI JEW: The retention for NYCHA was 100%. They all stayed working for NYCHA.

CHAIRPERSON MILLER: The retention for people that stayed working at that facility was zero.

KERRI JEW: The--

CHAIRPERSON MILLER: [interposing] Does anybody-is anybody currently still working there?

KERRI JEW: No, as-as my colleague--

CHAIRPERSON MILLER: [interposing] Why is that?

KERRI JEW: That is a development that is now privately--

CHAIRPERSON MILLER: [interposing] Why-- why is there zero retention? Why would someone leave somewhere that they've been working for 5, 10 or 20 years?

SIDEYA SHERMAN: So--so I can just speak to that. So, we--when we've transitioned programs-- developments into our RAD program, we literally turned the key and there was a private landlord who now manages the day-to-day operations of the building. So, the incumbent NYCHA workers are able to move elsewhere in our portfolio, and then at Ocean Bay we've hired over 30 residents who live in that development who now manage the building.

CHAIRPERSON MILLER: If I'm working somewhere, if I'm invested somewhere for 5, 10, 15, 20 years or one 1 year, and someone else comes in, and takes over, why would 100% of that population leave? There has to be some investment in--in--in the development as--as such.

SIDEYA SHERMAN: So, I-I don't like to--  
to--

CHAIRPERSON MILLER: [interposing]  
Assume?

SIDEYA SHERMAN: --assume what  
individuals may--what--what factored into an  
individual's decision about their employment. I-I  
don't think that any of us can decide for another  
person what's best for them in terms of their  
employment and who they're employed by. The--the  
people, the NYCHA employees who were impacted by the  
transition at Ocean Bay perhaps did not want to take  
the position at that location because they would be  
represented by a different union. Perhaps they did  
not want to take that position because they would no  
longer be city employees, and they have vested  
interests in retaining their city employment,  
retaining pensions that they had already contributed  
to that perhaps they were not yet vested in or coming  
close to being vested in. Perhaps the benefit  
packages were not as attractive to them for whatever  
reason, but I-I can't judge for any individual. I  
don't think any of us could very fairly judge for any  
other individual what a--a better or worse benefit

package or work environment is or employer is because  
it's really an individual decision upon-based upon  
you--

CHAIRPERSON MILLER: [interposing] Okay,

SIDEYA SHERMAN: --life service.

CHAIRPERSON MILLER: Thank you. I think  
that's a bit disingenuous, but, but it is what it is.  
How many employees--can you tell me how many employees  
were--were residents, NYCHA residents prior to the  
transition?

SIDEYA SHERMAN: I would have to get back  
to you on--on how many employees were NYCHA residents  
working at Ocean Bay.

CHAIRPERSON MILLER: So, we're not  
including Ocean Bay in any of our figures or that--  
that you have delivered to us today or--or are they  
included in vendor at--as--as--as vendors?

SIDEYA SHERMAN: So, as a vendor--?

CHAIRPERSON MILLER: Yes, so we're  
including the employment numbers as a vendor? Is  
that okay?

SIDEYA SHERMAN: So--so Wavecrest would be  
a private employer, and so of their--so 37 NYCHA  
residents worked with Wavecrest through that

transaction who were residents of that development.  
There may be other NYCHA residents who are NYCHA  
employees who

CHAIRPERSON MILLER: [interposing] Okay.

SIDEYA SHERMAN: --work all throughout  
the Rockaways, and we can certainly share with you  
how many worked in Ocean Bay.

CHAIRPERSON MILLER: So, as it—I-I know  
that we have TLAs and do we also have prevailing wage  
agreements with—with our five vendors?

SIDEYA SHERMAN: Yes. So, it's based on  
our federal funding. We have prevailing wage  
requirements as well.

CHAIRPERSON MILLER: And-and those  
current employees are they a part of that prevailing  
wage program or is there an individual number that  
was negotiated? Are they represented by a union?  
Could you answer that or do we need to call them back  
up here.

SIDEYA SHERMAN: So, the—thee people who  
are currently employed by Wavecrest at Ocean Bay I  
believe that they are represented by a union, but  
they are not represented by Local 237, which was  
basically the union that represented most of the



employees who were at Ocean Bay when NYCHA ran Ocean Bay.

CHAIRPERSON MILLER: Okay, so, but they—they—they are a—they would be a part of the Federal Prevailing Wage Mandate, correct?

SIDEYA SHERMAN: I—I don't know. We'd have to get back to you on that.

CHAIRPERSON MILLER: Okay, so, you know what? Passing. We—we—if they're still here, we can call them up and let them speak for themselves. [background comments] Chair Samuels has a question. You're entitled.

CHAIRPERSON AMPRY-SAMUEL: You know, so we—we are going to ask you that question. So, just give us one second, but I—I want to just kind of take you back a little bit. You mentioned 22% of the NYCHA workforce are residents, and I know that we have been looking at Ocean Bay and there have just been some other deals even the Charter deals where NYCHA residents who were members of Local 237 decided to not continue on with that development and that management company, that private management company, and they continued on with NYCHA and which were a different development. I'm just saying that, but as

1 we are looking towards a future and this what we  
2 were--what we've been talking about, and we're looking  
3 at some 40,000, 50,000, 60,000 units of conversion--  
4 conversions into Section 8 understanding that the--the  
5 precedent that has been set is that if you are a 237  
6 member, you go for a--you know, you have the  
7 opportunity to continue working at NYCHA at a  
8 different development. But what's the reality of if  
9 we're looking at that converting of 50,000 plus units  
10 of the Local 237 workforce actually having continued  
11 employment at NYCHA?

12  
13 KERRI JEW: So my understanding first of  
14 all that that's over a very long period of time, and  
15 my understanding is that there wouldn't be anybody  
16 who would not be able to continue their employment  
17 with NYCHA.

18 CHAIRPERSON AMPRY-SAMUEL: Okay and so  
19 have you had any conversations at all within the--the  
20 deal structure to be able to continue with the Local  
21 237 workforce at the new converted developments and  
22 not necessarily have the management company come in  
23 and have their own maintenance workers and caretakers  
24 where there's an opportunity to continue with the  
25 deal with Local 237?

KERRI JEW: I don't think we could be  
part of that because it's an agreement between a  
company and--and a union that we're not a party to--

CHAIRPERSON AMPRY-SAMUEL: [interposing]  
Well, we all have questions because we all took a  
trip to Cambridge Public Housing Authority--Cambridge  
Housing Authority, and we see where the Teamsters  
Local on the ground there is the same and, in fact,  
it was Local 237 that we went with, and Cambridge  
Housing Authority was able to with their conversions  
continue with the--management and maintenance of those  
particular developments. And so the Teamsters are  
still working in the now RAD converted developments,  
and so I'm asking if there's an opportunity there to  
be able to do the same thing that some other housing  
authorities are doing around the country.

KERRI JEW: I think that we're  
continually looking at how these deals are structured  
in other places, and if there are any best practices  
that we could adopt then certainly. I don't think  
that anybody is saying that we--our--our door is shut  
to it.

CHAIRPERSON AMPRY-SAMUEL: But you  
haven't had those conversations with the upcoming--

KERRI JEW: I personally have not had those conversations, but I do know that-that our general manager and Local 237 went to Cambridge as well on a visit and has had discussions about best practices.

CHAIRPERSON AMPRY-SAMUEL: Okay.

CHAIRPERSON MILLER: Can I ask the-I-I think that-I-I would hope that the information that we asked for without bringing anybody else up and-and-and continue in this that we could obtain that information as we move forward. I know that during the introduction of the RADs, that we-the-the Committee on Civil Service Labor was to hold a hearing specifically on that, and that has not happened. I know that there was some resistance to have that conversation-publicly have that conversation and it's something that we need to talk about because what we're talking about here is creating an opportunity, real career opportunities, real middle-class opportunities and-and these are folks and residents that have been and back to the city of New York over-over a number of years, and-and where we demonstrated the value of the services that they have delivered and-and I think that we owed them

1 a greater responsibility in protecting (sic) the curb  
2 in the manner that we have done and that you can kind  
3 of move on, and for a lot of reasons, there are—and  
4 we understand that, and just based on the agreement  
5 that was done that opened up the scope of the work  
6 being done by Local 237 and others outside the non-  
7 traditional hours. It's important that you have  
8 residents and—and—who are familiar with—with—with the  
9 facilities, but also they're within the proximity so  
10 that they can meet the new mandate, right, and—and  
11 that is something that—that was asked, and quite  
12 frankly, was years coming and years in the  
13 negotiation in order for that to happen. But at the  
14 same time if we demonstrate such value in the need  
15 for that work being done, then we should be able to  
16 transform that into whatever project that we have  
17 moving forward. If not that, the same level of  
18 compensation should be able to be deliver on behalf  
19 of those workers, and as this is Civil Service and  
20 Labor Committee, and that is a big part of what we  
21 do. Understanding that there should not be  
22 diminishing of compensation when there is no  
23 diminishing of services. Right, we—we can't ask  
24 people to do the same job for less, and—and for a  
25

1 municipality, I think that has been at the forefront,  
2 and demonstrated that we value our workforce, that  
3 our workforce is the reason why 62,000 tourists came  
4 to New York City last year, and why businesses such  
5 as Amazon decide that they want to relocate because  
6 we have great public safety. We have great  
7 transportation irregardless. We have housing. We  
8 have great libraries and great education because of  
9 the public services and municipal services and more  
10 importantly that with a municipal workforce it gives  
11 us value. So, we should not diminish that value of  
12 who we are by diminishing those workers and how we  
13 compensate them, and that is certainly a conversation  
14 that we need to have. Now, I'm going to conclude  
15 with [bell] has NYCHA--anyone in the NYCHA universe  
16 had--was they a part of any of the Amazon negotiations  
17 and--and, if so, could you elaborate where  
18 permissible, and/or what would be--what do you  
19 anticipate the impact of Amazon being on the  
20 residents of Woodside Houses, Queens Bridge, Astoria  
21 and Ravenswood?

22  
23 KERRI JEW: So, I--NYCHA was not part of  
24 those negotiations. So, I can't speak to that. With  
25 respect to services for residents in those arears, I

1 know those discussions are ongoing, and there  
2 certainly is an expansion of the Jobs Plus Program,  
3 but there is--this is the beginning of the process.

4 CHAIRPERSON MILLER: And--and do you care  
5 to elaborate at all on--on the furtherance of RADs  
6 program or--any negotiation on around compensation?  
7 Is there any agreement in NYCHA that there has to be  
8 a certain level of compensation maintained in order  
9 for a--a developer to come in and assume  
10 responsibilities for those residencies?

11 KERRI JEW: So, personally, I'm not  
12 responsible for or a part of structuring the--the  
13 deals. I know that development partners come in  
14 with--with deals and we're certainly looking for good  
15 jobs and good wages. We can get back to you on the  
16 specifics of what's being asked of them.

17 CHAIRPERSON MILLER: So, so has NYCHA--  
18 NYCHA leadership demanded a seat at the table in  
19 terms of being that voice for NYCHA residents in the--  
20 in the--in the Amazon deal moving forward?

21 KERRI JEW: So--

22 CHAIRPERSON MILLER: Certainly there's a  
23 space. I would think that if it hasn't happened,  
24 somebody dropped the ball.  
25

KERRI JEW: So, I-I can't speak to you  
what discussions are happening amongst our leadership  
but--

CHAIRPERSON MILLER: [interposing] I  
think someone can.

SIDEYA SHERMAN: Yeah, the-the  
negotiations are ongoing. I know that there is  
certainly engagement happening with the residents. I  
would say from our perspective, we're-we're eager to  
hear what residents are saying, and certainly  
continuing to-

CHAIRPERSON AMPRY-SAMUEL: [interposing]  
So these engagements happen with the residents?  
Between like the residents and the administration and  
Amazon or just--?

SIDEYA SHERMAN: so-

CHAIRPERSON AMPRY-SAMUEL: --or just like  
some random thing with the residents?

SIDEYA SHERMAN: So, I know that there is  
a community advisory process that's being  
established, and that residence associations in  
particular will have a-a role in that process, and do  
with respect to that right we're-we're looking to



1  
2 hear what they are saying, and what's coming out in  
3 those questions.

4 CHAIRPERSON MILLER: I'm good.

5 CHAIRPERSON AMPRY-SAMUEL: Uh-hm. Okay.  
6 That's--that's just always unfortunate and I say that  
7 because in every single hearing that I've had over  
8 the past year, it's a constant, you know, residents  
9 at the table, and--and there being a direct connection  
10 between resident leaders or--resident leaders and the  
11 executive members at NYCHA, at 250 Broadway, just so,  
12 you know, the right hand can know what the left hand  
13 is doing, and we know that, you know, folks are  
14 actually involved, and if we have a mayor and an  
15 administration that at every given moment when a  
16 conversation about the Amazon deal is mentioned, the  
17 next thing they say is all the work that they're  
18 going to be doing in partnership with the residents of  
19 NYCHA and the surrounding area. And so, to be able  
20 to hear that the--that there's no clear cut  
21 understanding as to what that means, what that looks  
22 like is very, very, very unfortunate because, you  
23 know, at the end of it all, it looks like we'll just  
24 be--you know, the residents, you know, will just not  
25 really be able to benefit the way they could if there

1 was intentional discussions and intentional strategic  
2 efforts are made on behalf of the residents in a—in a  
3 way that—that is known and transparent, and—and so  
4 that's—it always boils down to transparency and—and,  
5 you know, folks just not knowing. And the purpose  
6 of—I say it—I said in the beginning our role is—is to  
7 advocate on behalf of our constituents. You know,  
8 they elected us to office to—to do just this, and  
9 over and over again. I feel like a broke record. I  
10 constantly say, you know, where is the residents at  
11 the table in a—in a meaningful constructive organized  
12 way. And so with that, I just for transparency I  
13 have one last question, and it's related to just that  
14 database and your online website. In your testimony  
15 you said: In addition we will publish a report on  
16 Section 3 compliance for closed contracts twice per  
17 year on our website in furtherance of our  
18 transparency efforts, and then it says: We're also  
19 implementing new tracking measures and developing  
20 updated procedures and training for staff. So, I just  
21 wanted to get a sense of what are we—what will we see  
22 with these new—this new report that's going to be  
23 published online for transparency and this new  
24 database system—new tracking system? Like what's  
25

1  
2 your goal with this. What, you know, what-how would  
3 this change anything or, you know, make residents  
4 comfortable in-in the process and-and what you're  
5 doing. So, you know, just-just what's your goal and  
6 what will we see in the next coming months, and  
7 exactly when will we see it?

8               SIDEYA SHERMAN: Sure so-so I'll turn it  
9 over to my colleague Ester to just give a sense of  
10 what that compliance reporting looks like, but the  
11 goal is to make sure that resident understand the  
12 public also understands for respective contracts,  
13 what are the new hires out of all new hires and-and  
14 where they sit with respective compliance. I also  
15 just want to quickly circle back on the-the previous  
16 discussion regarding Amazon because I also want to  
17 make sure that, you know, I-I represent one part of  
18 the agency and certainly not the entire agency. So,  
19 I don't want to misspeak in terms of NYCHA's role in-  
20 in discussions or interagency convening. We  
21 certainly can follow up with you after the hearing  
22 with more details. I-so that doesn't necessarily  
23 cover the folks who were at the table today.

24               CHAIRPERSON AMPRY-SAMUEL: And with that  
25 being said, I actually want your role to be one of

1 the main roles at NYCHA because you are—you are the  
2 Executive Vice President of Community Engagement and  
3 Partnerships. So everything that we're talking about  
4 as it relates to the residents is about engagement  
5 how we engage in the residents. When it talks about  
6 partnerships, you know, who are we partnering with,  
7 and if you're doing that, being able to provide us  
8 with that information so that the residents can know  
9 what's actually happening. So, you know, I  
10 understand that there is 11,000, you know, employees—  
11 member organizations agencies, but I think the most  
12 important piece of it is residents. And so, I think  
13 that your role in any meeting, you should be sitting  
14 right next to Stan Brezenoff and—and-- Vito  
15 Mustaciuolo at every given moment because to me that  
16 actually transcribes into what the residents are able  
17 to see and do and feel and hear and their voice. So,  
18 continue.

19  
20 SIDEYA SHERMAN: Thank you and so I will  
21 ask Ester to speak to the compliance reporting.

22 ESTER HINES: [off mic] So, our-our [on  
23 mic] excuse me. So, the goal is to provide a  
24 biannual report on—on the information that we've  
25 provided today for—for the annual period to provide

1  
2 this on a biannual method so that everyone is aware  
3 of how many contract awards were tracked, and how  
4 many Section 3 residents were hired, and out of those  
5 Section 3 residents how many were, in fact, NYCHA  
6 residents for purposes of transparency and  
7 informational.

8 CHAIRPERSON MILLER: It-it and will this  
9 be consistent with the recommendations made by the  
10 New York City Comptroller? There were many--there were  
11 numerous recommendations that were made because he  
12 found compliance monitoring to be severely deficient  
13 in his audit. So, we'll do what we expect to see,  
14 but we expect to see some of the recommendations made  
15 by the Comptroller's office or-or we maintain that we  
16 were in compliance.

17 SIDEYA SHERMAN: So I can jump in here  
18 and-and speak to that. So, that audit I believe was  
19 2012 or 2013-14. Sorry. Okay. 2014 and one of the  
20 key recommendations among-amongst the findings was  
21 really around the-the process for tracking, hiring,  
22 through the hiring summaries. And so one of the  
23 efforts that NYCHA put in place, which is reflected  
24 in the unit that Ester now manages is having that  
25 centralized system private. Previously, NYCHA did

not have that, and so that was one of the—the—I would say out of all the recommendations certainly the key one so that there's a central repository of that information and there is a team that is focused on compliance tracking.

CHAIRPERSON MILLER: So, so I gathered this is what we can expect to see. We look forward to it and from—from—from the labor perspective there are a number of follow-ups that we want to send to you guys and—and hopefully have a response fairly quickly because we want to move forward, and—and a lot of it has to do with the PALs. We want to make sure that we're able to weigh in as much as possible, and in particular we want to continue looking at expanding the scope of—of—of the painting program and some of the work they were doing with mold remediation: Glazing and —and the rest of the stuff that needs to be done, and where here is an opportunity for the Council to continue to be supportive. Certainly we want to do that, but we want to make sure that there is that level of transparency and making sure that we are getting the bang for our buck and that way, you know, that—that the intentions are really being followed through. So

1 we want to send you that, and personally thank you  
2 all for—it's been a very long day to you guys who  
3 have been up there, and—but I'm sure you're used to  
4 it and for the public and the resident it' been—it's  
5 been really necessary that we have this, and as we  
6 talk about job creating that we—we do really need to  
7 look at home and—and make sure that we're creating  
8 work and responsible job opportunities right here at  
9 home. And—and—and if we didn't, we'd—we'd really be  
10 remiss if that we allowed companies to continue to  
11 come from around the state and out of state,  
12 employing their own workforce and doing work when we  
13 really have competent workers right here in the city.  
14 And whatever that we can do to—to improve workforce  
15 development around the specific needs of NYCHA. I  
16 would say that's something that we need to focus in  
17 on as well, and that we'll share that information as  
18 well. So, thank you.

19  
20 CHAIRPERSON AMPRY-SAMUEL: Ms. Hines, do—  
21 do you—the Executive Compliance Department does that  
22 fall under your shop? Does that still exist or is  
23 that like a separate department?

24 ESTER HINES: So, I'm responsible—I work  
25 under the Supply Management and Procurement

Department, and I—we-we—it's Vendor Integrity and Supplier Diversity. That's different than the Housing Authority's EVP for Compliance, which is a different—a different department.

CHAIRPERSON AMPRY-SAMUEL: Okay, okay, alright. Well there is a lot that was said today and I—I do appreciate you being able come in and have a discussion and there's a ton of follow up. So, I look forward to the follow-up. Thank you.

ESTER HINES: Thank you.

CHAIRPERSON AMPRY-SAMUEL: So, next we'll hear from John Allen, Ocean Bay; and Ambrosio Paulino; Mara Sorezo; and William Gregory. So that's Ocean Bay and Green City Forest. [pause] [background comments/pause] [background comments] Can we add a chair because I think you walked out Ms. Forbes. I didn't see you. So, I'm—I'm also going to have Ms. Forbes come up. [pause] And so, we're going to have to put everybody on the clock for two minutes, but we're going to start with Ms. Forbes, and then I want to hear from Ocean Bay and then Green City Forest. Okay? Alright, thank you and we need for you to state your name for the record. Thank you.



MARIA FORBES: Hello. Hello. Good afternoon everyone. My name is Maria Forbes. I'm also that-I'm also here as a resident a tenant association president, but I do want everyone at the City Council and NYCHA to know that I am the only representative from the United Nations representing the United States of America as the only tenant association president on that board, and as Mark indicated, Councilman Mark Indicated, we have been requesting NYCHA a seat at the table from a July. Alicka herself had attended that U.N. Conference we held at Johnson Houses. Then we held another conference in October. We invited NYCHA again and NYCHA has refused to sit with us at the table as residents to discuss Employment Section 3 and all over. The Next Generation has not been brought up, but Brad has and that's a very big concern that Mark has brought up as well as the other gentleman who was sitting next to him that we do not get to do that prepared. It's part of having the residents prepared before these jobs start so let alone sit at the time. Civil Service, this is the first time I've ever seen Civil Service and Labor here at a meeting. I'm very glad to see you because I questioned why hasn't NYCHA

1 trained residents to take the test that Civil Service  
2 put out. Employment is also a very big question in  
3 all areas of skilled trade not just the paint and the  
4 electrical, the carpenter and various other areas  
5 that residents or not trained. Locations are nowhere  
6 near residents to meet. It's a hardship. Coffee is  
7 provided, but I cannot even begin to tell you, the  
8 big numbers that I just heard come out of their  
9 mouths talking about MWBE them giving them billions  
10 of dollars, we still don't sit at those tables, and  
11 then most of all, I'm very concerned about is the  
12 misappropriation of the federal funding that if these  
13 contractors are being given tax cuts or tax breaks  
14 then why aren't we still sitting at those tables for  
15 negotiations? I have a contractor at my development  
16 now who refused to hire any residents because he was  
17 so concerned about the union of this is union so and  
18 so, and electrical. No, no residents could be on.  
19 So, they're telling you a lie when they say that no  
20 the pre-starting meeting starts with the tenant  
21 association and the residents are being hired. No,  
22 when the contractor comes to this development, he  
23 comes to the development with the union that the  
24 union says no, no, no, no, no and you can't even get  
25

1 the job. I can go on about three more things. Do  
2 you want to say something? But the section—the  
3 location no posting, no posting of any of these  
4 elaborate programs that they're here testifying about  
5 today do I ever see. Are they nailed in a section  
6 where Alicka that each household they have the  
7 household composition that they know the ages of who  
8 in the household, who's working who's not working.  
9 So, why is it these elaborate programs mailed  
10 directly to those households and given a chance for  
11 those residents to come in. It's unbelievable, but  
12 that they would say only 150 people through a program  
13 and don't nobody graduate or complete them because  
14 they don't give people enough time to graduate or  
15 complete them because nobody don't know nothing about  
16 them. The Section 3 lists was very concerned about  
17 was the permanent employment that people were getting  
18 not just that people did a contract and got let go in  
19 two or three months let alone six months. So who is  
20 permanently still working under the Section 3 lists  
21 wherever they go from 2014 to 2018? The apprentice  
22 is not working with these unions and NYCHA, and I'll  
23 tell you just why. Because if you got to go through  
24 the whole medical science project of being near five  
25

1 yeas for the apprenticeship, we barely as residents  
2 get hired at all on those apprenticeship programs.  
3 So, if they say they got two or three residents out  
4 of each skill trade, that's a plus, they're not even  
5 a plus. It's a disrespect. That no residents are  
6 hired through any of the unions. Again, like I said  
7 with the tax breaks that are given to these unions,  
8 and most of all, why did the Mayor not make it  
9 appropriate like you keep talking about Amazon coming  
10 in. That railyards when I saw the first part of the  
11 railyards being built the 500 workers was down there,  
12 I sure didn't hear nothing about no Section 3 workers  
13 from Harlem from period the whole city. So, there's  
14 no economic development. You're up on it—you're up  
15 on it, I'm telling you that you're up on it. There's  
16 no economic development being provided. Why would I  
17 want to take a lower skill wage job when I can be  
18 afforded a correct prevailing wage job in order to  
19 work for any of these contractors. So, NYCHA sat  
20 here with this elaborate story that they just told  
21 you and they do not work with the residents. They do  
22 not work with the tenant associations presidents and  
23 we do not sit at the table. And just I'm seeing  
24 union contractors are not in compliance, NYCHA is not  
25

1 doing the skilled trades. The apprenticeship is not  
2 working. No training for Civil Service test, no  
3 Section 3 list for the permanents. The location of  
4 the REES program is not good, no posting. The  
5 appropriation funding the tax cuts are given, but we  
6 are not receiving no money, and nobody is being pre-  
7 trained for any of things. No Next Generation, no  
8 RADs, or railyards, the airport also, and we've asked  
9 for a seat the table since October 14, 2018 and  
10 October-July 14<sup>th</sup> and October 27<sup>th</sup> and NYCHA will not  
11 sit at the table. Social Services are a very, very,  
12 very important thing. As the gentleman said, if you  
13 don't have childcare, you don't have other-other  
14 things in place to assist these residents, GED or  
15 nothing, we are not getting social service now with  
16 tenants who have and she can tell you that I've  
17 called the office ten times on tenants who have  
18 hoarding (sic) conditions. They telling me about  
19 protective services for adults. It don't have  
20 nothing to do with nothing. I need to mind my  
21 business, but I made the referral. So, how are you  
22 going to tell me that I made the referral if these  
23 tenants are not in danger of harming the other  
24 tenants with the hoarding because my development is  
25

particularly combustible. So I come down to 5 and she got all this stuff in her house, and all this stuff gonna up the whole building. It's just unbelievable the things that NYCHA get up here and tell you all that's unbelievable. It's not the truth. Not the truth. Thank you. Thank you so much.

CHAIRPERSON MILLER: What-what-you're from the Bronx?

MARIA FORBES: Yes, I am. [weeping] I'm sorry. MY name is Maria Forbes. I'm the Tenant Association President for the Claremont Consolidated, which has 78 presidents, but I represent Clay Avenue

CHAIRPERSON MILLER: [off mic] Are you in-in the evictions district? (sic)

MARIA FORBES: I sure am.

CHAIRPERSON MILLER: [off mic] So, we do a-and this is for everyone. We do a Civil Service 101 that is kind of a-along with DCAS. It's an introduction to public service, how you would go to work for the city, you know, what does it mean to take a test-a competitive or non-competitive exam, jobs that don't require exams. We will come wherever in the city that you invite us. I'll talk to Council

Member Gibson, and -and we can do a forum in the district.

MARIA FORBES: Okay, I'll give you my card. I just wanted to ask the Council-

CHAIRPERSON MILLER: [interposing] And it is--

MARIA FORBES: How are we as-how are we as residents able to form our union. You know, I still think the mob really got some control and the Mayor and everybody. Can't we still form our own union?

CHAIRPERSON MILLER: Well, you're talking to a former union president. Don't go there.

MARIA FORBES: Okay.

CHAIRPERSON MILLER: And I think that is definitely integrity, but listen, this is civil

MARIA FORBES: [interposing] I'm a 501(c)(3) Incorporated and you--

CHAIRPERSON MILLER: [interposing] But the union runs everything else. It has to reflect the lives and the people right so that's it.

MARIA FORBES: It's hard.

CHAIRPERSON MILLER: Next.

MARIA FORBES: It's hard. I want to go  
far.

JOHN ALLEN: Hi, Council Members and  
guests. My name is John Allen. I've come to tell you  
and inform you of a Wavecrest RAD Program. For the  
RAD program development that was run by NYCHA and was  
a bit rough. It was a lot of repairs that needed to  
be done. The building had no cameras, you know.  
People were ruining the place. The RAD Program  
began. They offered people that lived in the  
development jobs. I was one of those people. Before  
I started working, I knew very little about porter  
work. They gave me an opportunity and now after  
being trained, I'm one of the best. I learned how to  
wax, buff, strip floors, pull compactors. It was one  
of the greatest opportunities that I had—that I was  
afforded. They also renovated all of the apartments.  
They gave the apartment—they gave everyone paint jobs  
replaced windows, light fixtures, remodeled bathrooms  
Everything was brand new. They gave tenants  
stainless steel appliances. They remodeled lobbies.  
They replaced hallway floors. Not only the floor,  
they installed flood walls, landscaping, planting new  
trees and flowers. I can go on and on about the



1  
2 program. I'm so happy to be a part—I'm so happy and  
3 honored to be a part of the Way Press RAD Program and  
4 I was—I'm happy I was afforded the opportunity to.  
5 One thing you was talking about, sir, about the—the  
6 pay raise, I think that's why a lot of people that  
7 was from NYCHA they left because it was a big cut.  
8 They don't want to take that, and it was private  
9 owned. So, they was going to lose what they—what  
10 they worked hard for. So, that one of the things,  
11 and then another thing that I didn't like is that we  
12 was afforded to pick our union. They just put a  
13 union on us, and we wasn't afforded to pick it. We  
14 wanted 32BJ and they just threw a union inside, and  
15 said this is your union. This is who you're going to  
16 go with. There was no vote. There was no agreement.  
17 Everybody that—that tried to get 32BJ they got  
18 replaced.

19 CHAIRPERSON MILLER: [off mic] So you are  
20 represented by who now?

21 JOHN ALLEN: I work for Wavecrest.

22 CHAIRPERSON MILLER: Who is the bargain  
23 unit? Who is the bargaining unit or the union  
24 representing you now?  
25

JOHN ALLEN: There's some union. They just threw it together. I don't even know. I'm sorry. [bell]

CHAIRPERSON MILLER: Is that so? So-so we'll-we'll-we'll-so now--

JOHN ALLEN: [interposing] 67-Local 67.

CHAIRPERSON MILLER: 67 and who? Who's-who's there?

JOHN ALLEN: Who's there?

CHAIRPERSON MILLER: They're affiliated with who, the laborers, the--?

JOHN ALLEN: They just put it on us. That's what I'm saying.

CHAIRPERSON MILLER: Allied. Okay, I'll-I'll find that out for sure, and I'll-I'll come back to you so yeah.

JOHN ALLEN: Okay.

MARA CERESO: Good afternoon. My name is Mara Cerezo and I'm the Senior Program Officer for Green City Forest. In addition to working with young adults in New York's public housing for the past seven years, I'm also an individual whose family personally benefitted from public and subsidized housing. My father grew up in Red Hook Houses. I'm

hear to share how GCF works with NYCHA to ensure that  
Section 3 hiring requirement translates into concrete  
economic opportunity for young NYCHA residents.

Green City Forest is a non-profit organization that  
exclusively recruits NYCHA residents age 18 to 24  
from developments across the city. GCF exists to  
bridge the gap between the untapped potential of  
NYCHA's unemployed youth, and the major investment in  
greening our city that are creating jobs accessible  
to people without college degrees. GCF aspires to  
catalog a generation of young public housing  
residents to access new career opportunities and  
shape a sustainable New York City. We're grateful to  
the City Council for the generous funding you provide  
to support service training and workforce  
opportunities for young people in public housing.

Through GCF service core young NYCHA residents serve  
as Americor members earning money and work towards  
certification from education scholarships while  
greening NYCHA communities. One of the barriers to  
young residents accessing in the sustainability  
sector is that they lack a way to develop an interest  
and meet people working in these fields. GCF offers a  
point of entry. Our teams drive large scale

1 initiatives that reach thousands of residents,  
2 building and maintaining urban farms that provide  
3 residents with organic produce at no cost and  
4 promoting zero waste through compositing and  
5 recycling. In the process, members build 21<sup>st</sup>  
6 Century in-demand skills and GCF provides support  
7 services and works with our graduates over time to  
8 ensure a next step into work, apprenticeships, school  
9 or a combination. We continue to partner with  
10 graduates long term to help ensure they can advance  
11 along a career path. The best illustration of why  
12 Section 3 is beneficial and why we value our  
13 partnership with NYCHA is the stories of our  
14 graduates. Martin Baleron (sp?) a Brownsville  
15 resident was recruited with the help of REES joined  
16 our corp with no prior experience in energy  
17 efficiency. After graduating, he joined our Social  
18 Enterprise and contracted with Ameresco, and [bell]  
19 seeing his work ethics, he was hired as a site  
20 supervisor. That contract ended. He came back as a  
21 crew leaders at GCF and the folks that at  
22 Constellation saw his amazing work ethic out there,  
23 and scooped up. He's a site superintendent over  
24 there now. There's a lot more I have written here,  
25

but you got me on the clock. So, thank you, Council  
Members.

CHAIRPERSON AMPRY-SAMUEL: We have a copy  
of it.

MARA CERESO: Okay.

CHAIRPERSON AMPRY-SAMUEL: And so I  
really do appreciate your work. Thank you so much.

MARA CEEZO: Thank you.

WILLIAM GREGORY: Hello. Okay. My name  
is William Gregory--

CHAIRPERSON AMPRY-SAMUEL: [interposing]  
And we do have a copy of it.

WILLIAM GREGORY: My name is William  
Gregory. I'm a resident for Castle Hill Houses in  
the Bronx, and I also currently work for the Green  
City Forest. Before I started working for Green City  
Forest, my dad had a stroke and was--and it forced me  
to get out college. There was a ton of bills I  
couldn't pay, and I also had very little work  
experience. After speaking with a recruiter, I  
joined GCF and my life was never the same again. I  
was a miracle (sic) member in GCF and I was a miracle  
member of GCF in their tenth cohort where I  
discovered my passion for energy efficient and I just

1 worked I low-income communities. I was involved  
2 GCF's outreach campaign called Love Where You Live,  
3 which focused on energy efficient upgrades for NYCHA  
4 residents and informing them on different ways they  
5 could save energy through their--through their  
6 apartment. I also earned money and Metro Card. I  
7 also earned a Miracle Education award that could help  
8 me go back to school when I'm ready. My time as a  
9 core member where GCF gave me the work experience,  
10 certification and skills that helped me land a job  
11 with Association of Energy Affordability as a field  
12 tech. I was installing LED shower heads and also  
13 faucet areas inside people's homes. I worked for AEA  
14 for over a year and a half, but I lost my job because  
15 I was chronically late all the time. Shortly after  
16 that, I attained employment with an energy service  
17 company, which was not a good fit for different  
18 reasons. After struggling to find a meaningful job,  
19 GFC helped me regain my foothold by offering me the  
20 chance to rejoin--to join their social enterprise as  
21 Illuminator (sic) which worked on NYCHA EPC projects  
22 for retrofitting public housing developments around  
23 the city. This has allowed me to build a track  
24 record with my punctuality--punctuality and  
25

professional skills. It provided me way to support my father and me and keep moving up in the field. I never though I would aim high as I am right now. Throughout the mentorship and the support GCF [bell], I was promoted as crew leader. Now it's my job to lead a team of new GCF alumni and show them the ropes. I was able to educate the residents of our energy, sustainability and I believe the work I do makes a difference in their lives. My goal—my career goal is to make every home in New York City energy efficient. Thank you for this afternoon. Thank you for the chance to testify.

CHAIRPERSON AMPRY-SAMUEL: Thank you.

WILLIAM GREGORY: You're welcome.

CHAIRPERSON AMPRY-SAMUEL: And I'm proud of you. [laughs]

WILLIAM GREGORY: Thank you.

CHAIRPERSON AMPRY-SAMUEL: And I appreciate you.

WILLIAM GREGORY: No problem. Thank you.

[background comments]

CHAIRPERSON AMPRY-SAMUEL: We—we have one more.

AMBROSO VALINO: SPEAKING SPANISH

TRANSLATOR: Hello. So, I will be providing a summary of what he said. He said he's here to--his name is Ambroso Valino, and he moved to Ocean Bay--when he moved to Ocean Bay it was very difficult. There was a lot of violence, and there was a lot of just a very difficult neighborhood, and thank God ever since Ocean Bay came into the picture, everything is better. It's clean. He used to walk the streets with fear traveling with his children to school, and now things are so much better, and he's relieved that--

AMBROSO VALINO: SPEAKING SPANISH

TRANSLATOR: He's very happy now--

AMBROSO VALINO: SPEAKING SPANISH

TRANSLATOR: --and the family as well.

AMBROSO VALINO: SPEAKING SPANISH

TRANSLATOR: Now that the children have been growing and they've grown up and everyone is happy.

AMBROSO VALINO: SPEAKING SPANISH

TRANSLATOR: And before it was very difficult and scary.

AMBROSO VALINO: Okay.

TRANSLATOR: Thank you.



CHAIRPERSON MILLER: [off mic] I do  
question, and—and I may go over here [off mic]  
[bell] [off mic] Talk about the union that  
represents Ocean Bay now. Is—is--[background  
comments] Is Ocean—what—what is their affiliation  
between Wavecrest and Ocean Bay? Is there one?  
[background comments/pause]

DAVID CHRISTIAN: I'm David Christian.  
I'm Executive Vice President for External Affairs at  
NYCHA.

CHAIRPERSON AMPRY-SAMUEL: Well, we got  
to do this.

LEGAL COUNSEL: Do you affirm to tell the  
truth, the whole truth and nothing but the truth in  
your testimony before these committees and to respond  
honestly to Council Member questions?

DAVID CHRISTIAN: I do. So, your  
question is what's the relationship between Wavecrest  
and Ocean Bay. So, Ocean Bay is the—there's a—  
there's a development team that is made up of MDG and  
Wavecrest. MDG is the construction—is the  
construction side that has been doing the renovations  
of the building. The rehabilitation of the building  
and Wavecrest is the property management team.

Wavecrest is a property management company that manages many buildings across the city, and they are the property management company now at Ocean Bay.

CHAIRPERSON MILLER: Is it the same Wavecrest that manages the residential beach town--

DAVID CHRISTIAN: I'm not--I'm not--

CHAIRPERSON MILLER: --in the Rockaways there? That's their primary--

DAVID CHRISTIAN: The--the workers here say yes. I--I--I--I can't speak to that.

CHAIRPERSON MILLER: [interposing] Yeah, yeah because that would be the common facility a large facility there. So, my question is--so I don't know if you could answer. Are--are they--does--does the workers at the Wavecrest facility belong to the same union? [background comments/pause] Wavecrest on Beach Town.

MALE SPEAKER: [off mic] On Beach Town. Yeah, we're--we're in the same building. Yeah.

CHAIRPERSON MILLER: Yeah, okay.

MALE SPEAKER: [off mic] There's Ocean Bay there, Ocean Bay?

CHAIRPERSON MILLER: No, no, I'm talking about Wavecrest.

MALE SPEAKER: Oh, you're talking about  
Wavecrest. These others no I did—

CHAIRPERSON MILLER: Come to the table.  
Is this—is this very good. I'm trying to ascertain  
whether or not that was a union that was already in  
place with the management company when they took  
over.

MALE SPEAKER: You're talk about for—for  
Ocean Bay?

CHAIRPERSON MILLER: Yeah. Did they—did  
they—do those—do the workers at Wavecrest belong to  
the same union to your knowledge?

MALE SPEAKER: No, no, no, no, no, no.  
Yeah, they're from—their union is different from  
ours.

CHAIRPERSON MILLER: Do you know who they  
are represented by?

MALE SPEAKER: It's probably 37.

CHAIRPERSON MILLER: I'll find out.

CHAIRPERSON MILLER: Okay, thank you.

MALE SPEAKER: I know we've got 6 or 7  
there. I think it's 32.

CHAIRPERSON MILLER: Okay, I'll let you—

CHAIRPERSON AMPRY-SAMUEL: Oh, you said  
670 or 67?

MALE SPEAKER: That's our union. It's  
670.

CHAIRPERSON AMPRY-SAMUEL: 670.

MALE SPEAKER: 670.

DAVID CHRISTIAN: Which is—which is a  
local of the Service Employees International Union,  
SEIU 6—I guess 670. I was trying to figure out the  
exact local it was.

CHAIRPERSON MILLER: Yeah. [background  
comments] So, a lot of the testimony from the  
residents of Ocean Bay talked about the conditions  
and including the social conditions and so forth,  
which I don't—while the transformation and the  
transition, is—is—has certainly enhanced the—the  
residents, the physical conditions and—and—and  
through the Capital projects, but—but I know a little  
bit about Far Rockaway myself and I know that that  
that happens to be one of the—the crisis management  
catchment areas and—and so forth. There's a lot  
going on that contributes to that, and one of the  
things I want to kind of just while we have you there

was do you know how much of capital investment  
involved here at Ocean Bay specifically with FEMA?

DAVID CHRISTIAN: Well, well we have to  
get back to you on the breakdown of the investment.  
So, the investment at Ocean Bay breaking down how  
much was FEMA, and how much was through the RAD  
transaction?

CHAIRPERSON MILLER: Right.

DAVID CHRISTIAN: We can—we can—we don't—  
we didn't come with that information, but we can  
provide that to you.

CHAIRPERSON MILLER: Yeah, they talked  
about the protective walls and other things. It—  
would that be something that would be within the-kind  
of within the purview of of—of NYCHA and was—was that  
kind of a FEMA mandate based on what we've seen that  
we have to create based on, you know, the Army Corps  
or whatever because I—I know the city and that we  
here in the Council created certain mandates in—in  
certain low-lying areas. So, that would certainly be  
FEMA money as well, right?

DAVID CHRISTIAN: The—we'd have to get to  
the exact details, but yes the FEMA funding for many  
developments including Ocean Bay included resiliency

and--and, you know, and--and storm-proofing and  
waterproofing of the--of the buildings and the  
mechanical equipment.

CHAIRPERSON MILLER: So, the substantial  
capital investment that--that we've seen in NYCHA  
developments, would it be safe to say that a  
significant portion of that are in areas that were  
impacted by Hurricane Sandy?

DAVID CHRISTIAN: I'm sorry. Can you  
repeat the question again?

CHAIRPERSON MILLER: So when--when  
Council Member Treyger talked about the work that was  
being done in this area--in this community and--and  
talking specifically about Far Rockaway, those are  
obviously two communities that were impacted by  
Hurricane Sandy. Obviously we're looking at federal  
dollars or FEMA dollars involved in there. Is it  
safe to say that a significant amount of the capital  
work that we're seeing done in NYCHA--in NYCHA  
developments are by virtue of the results of  
Hurricane Sandy and--and some of the funding?

DAVID CHRISTIAN: I mean I think it's  
definitely fair to say substantial. I--I think we'd  
have to get back to you on the exact percentages. I

1 think that the Sandy program is—I think it's a \$3  
2 billion program. Our—you know, the amount that's—  
3 that's what was—that was what was—was provided in the  
4 —in the Sandy grants that are a combination of FEMA  
5 CDBG money and--and a few other funding federal  
6 sources, but so I mean I would say that it's—you  
7 know, it's a significant but we do have substantial  
8 grants from our—you know, our annual federal capital  
9 grants, our city capital grants and our state capital  
10 grants also make up the other pieces of our capital  
11 work.  
12

13 CHAIRPERSON MILLER: Okay, yeah because  
14 what, \$3 billion sounds like a lot of money. In the  
15 world of construction in New York City it's a drop in  
16 the bucket. So, yeah, thank you. I appreciate it.  
17 [pause] I'll start. [laughs] I'm like I was looking  
18 at the press release from RAD last year. So we have  
19 our final two testimony will come from Jason Hewett,  
20 and Annie Garneva. Annie Garneva with the New York  
21 City Employment and Training Coalition, and Jason  
22 Hewett with Constellation. I can't read what that  
23 says Incorporated. So, please state your name and  
24 your organization.  
25

JASON HEWETT: Good afternoon. My name is Jason Hewett. I'm a Senior Project Manager for Constellation. In my position I am responsible for managing construction activities associated with the Brooklyn/Queens Demand Management, BQDM energy performance contract, which was awarded to Constellation in 2017 by the New York City Housing Authority. I have a integral involvement in the initial development, and ongoing management of Constellation's Section 3 Program in collaboration with NYCHA's Office of Resident Economic Empowerment and Sustainability, REES. Working together we have implemented and monitored our Section 3 Initiative.

CHAIRPERSON AMPRY-SAMUEL: [interposing]  
We do have your testimony in front of us, and so if you can just summarize the quick points within the timeframe that would be helpful. Thank you.

JASON HEWETT: Great. So, I have worked with REES to develop our Section 3 plan. We have two projects. One, the Sandy A Project, and also the BQDM EPC. Together both projects are on the BQDM 23 developments, Sandy 32. We were awarded both contracts for both Sandy and BQDM in 2017, and we are currently in the second year of construction. We



1 have committed to NYCHA to employ over 92 new hires  
2 for this project. In our second year we are just  
3 about 70–76 new hires for our project. Most of it as  
4 been through our collaborative partnership or  
5 engagement with Green City Forest, which is a non-  
6 profit organization as well as Association for Bus-  
7 for Energy and a source–energy and affordability.  
8 We’ve also on the onset of the project teamed up with  
9 REES to provide a funded associated with the Aptitude  
10 test that will be needed for the Section–the Section  
11 3 Local 3 Entry Exam. We had programs and then  
12 signed up for that program. Out of that 12  
13 residents, 9 were successful on the Aptitude Test and  
14 are now currently working as apprentices through the  
15 Local 3. We continue our engagement with REES and  
16 also with our local community entities.  
17 Constellation believes that we are–if we are going to  
18 be successful we must invest back in the communities  
19 in which we live and work and our–we will continue to  
20 make strides as we fulfill our Section 3 requirements  
21 and beyond. Thank you.

23 ANNIE GARNEVA: Thank you. My name is  
24 Annie Garneva. I’m the Communications Director at the  
25 New York Community Employment and Training Coalition.

1 The Coalition is an organization of about 150 members  
2 who are mostly workforce development service providers  
3 like Green City Forest for example. So, of course,  
4 you have my testimony, and we are rather specifically  
5 talking about the details that you've been talking  
6 about in Section 3. We just want to highlight some  
7 things that are really important for you to consider  
8 I broad strokes. So (1) Section 3 is really the only  
9 place where both economic development and hiring  
10 requirements come together, and we find that that 30%  
11 is a really strong benchmark that doesn't really  
12 exist in other government programming. So, wherever  
13 this can be strengthened and best practices can be  
14 used to further economic development projects such as  
15 the Amazon project, and where you as the Council can  
16 emphasize those things is really helpful. (2)  
17 Similarly to the—some of the items that Council  
18 Member Treyger brought up, it's not just about  
19 requirements. Any mandated statement like that  
20 doesn't really go anywhere as we've seen unless  
21 there's actual mechanisms that can help people thrive  
22 in those situations. So, we as a workforce  
23 development community really emphasize the need for  
24 proper training, and not just three months training  
25

or even five-year trainings that seem to not necessarily be embedded in business practices, but we—we need both the Mayor and the City Council to use its enforcement mechanism and place—rally invest in these communities by emphasizing that workforce development is a priority and would get people out of poverty and into actual career pathways. So, one example that we'll point to is the need for Bridge programs. Some of the exact issues that Council Member Treyger brought up would be in part improved if Bridge programs, which are really meant to help people who either don't have some variety of skills whether it's numeracy or literacy problems as well as there is barriers to employment whether they be justice involvement, lack of English skills, whatever it may be, Bridge programs are meant to tackle those issues so that someone can actually take advantage of the really high level training programs like Green City Forest. Those have high bar requirements. IT, the IT tech jobs that are going to be created by Amazon have very high requirements that most individuals whether it be in public housing or not won't be able to [bell] attend. So, currently those programs have been funded at \$8 million. They Mayor

1  
2 promised to fund them at \$60 and we're a wide far gap  
3 off. And then equally like you said retention  
4 meaning creating holistic programs that help people  
5 with childcare, help people with transportation issue  
6 also should not fall off and should be considered as  
7 part of workforce development. The rest you have our  
8 testimony, and you have our Policy Priorities that  
9 really go into detail about funding levels, and what  
10 kinds of things need to be taken into account to make  
11 this program strong. Thank you.

12 CHAIRPERSON MILLER: So, yeah, we're  
13 going to send you something in our follow-up as well  
14 to both of you. So, I do have one question for each  
15 and first as we talk about developing programs with  
16 Workforce Development, how-how do you identify  
17 citywide? Obviously, we're talking about NYCHA, but  
18 within NYCHA and then citywide specific needs for-for  
19 training in advance of these capital projects or  
20 emerging industries that are coming up throughout  
21 NYCHA. When we talk about NYCHA, we're talking about  
22 in, you know, and what's going on in the Rockaways  
23 and the surrounding transportation around the airport  
24 areas and the emerging hospitality industry and all  
25 those things like that. Are we specifically speaking

to those needs within those industries? Are we training folks for those needs within those specific industries or are we actually going into communities having conversations about what those needs are?

ANNIE GARNEVA: Is that we question is that we in the circumstances--

CHAIRPERSON MILLER: We---

ANNIE GARNEVA: --in the city we the Coalition.

CHAIRPERSON MILLER: We the Coalition.

ANNIE GARNEVA: Sure. So, we as a coalition rely a lot on our Workforce Development numbers. So, those are the experts in the field for the people Mara who are directly interacting with employers and asking them questions about what their specific needs are within that particular sector. There's--so the best answer is there's multiple ways of doing this, and they should all be implemented at the same time. The city imparts Career Pathways program created broader industry partnerships, which were meant to be kind of the intermediary for business and workforce development. However, there are some questions around whether there are strong enough communication enforcements to actually get

that information in the hands of Workforce Development providers. There's also—you know, at the end of the day, about 50% of work exists—is—is shifting and so all of these programs need to shift with it, and a lot of those things fall in the soft skills category, which are actually fundamental and--

CHAIRPERSON MILLER: [interposing] So, so what I'm simply saying is that who's in the—did you say you talked about people who were on the ground? Who's on the ground identifying with these emerging—look, I will tell you that, you know, I represent a community that's close by Kennedy Airport, right. There's a logistic need there, right, but I've not heard anybody talking about we're training anyone for the logistics industry or the—the 20 hotels that are coming up in the area of the hospitality and very specifically about that and then—then sometimes where you could have rewritten where—where we're thinking too hard about what's happening, and—and—and not being on the ground and—and kind of understanding what's coming to the communities and what those needs and what those industries are going to be in the next five years or so, and just, you know. So, I just want to make sure that we're all on the same page and

1  
2 being that there is a coalition of that you're  
3 working with and it is not incumbent upon one group  
4 that I'm sure that someone in-in the general meetings  
5 that you're having these conversations and that  
6 hopefully that you meet with the people on the ground  
7 within those communities and kind of be able to work  
8 these things out. Because I-I will tell you that,  
9 you know, that's just off the top of my head but, you  
10 know, there are four or five different things that I  
11 know that are really substantial. As we go through  
12 city, every member can tell you a little something  
13 about their district that has a potential economic  
14 impact that we haven't tapped into yet.

15 ANNIE GARNEVA: Right, the connection to  
16 what employers need on the ground is imperative and  
17 for all players involved and we as a coalition have a  
18 way of, you know, a process through which we interact  
19 with employers, which is both the employer partners  
20 of our members and individual partnerships that we  
21 make, but also it is a part of the problem why the  
22 system is so--and disconnected. Is that that kind of  
23 work the capacity to build business partnerships for  
24 the sake of information is underfunded.

25 CHAIRPERSON MILLER: Thank you.

1

2

ANNIE GARNEVA: Thank you.

3

CHAIRPERSON MILLER: And-and-and-and I'm--

4

I wish to hear with

5

JOHN HEWETT: Yes.

6

CHAIRPERSON MILLER: Is your shop a union

7

shop?

8

JOHN HEWETT: No. We are--

9

CHAIRPERSON MILLER: [interposing] What's

10

your affiliation with Local 3?

11

JOHN HEWETT: We-we-we're actually a

12

power company-company, a retail power and gas

13

company. Part of our Constellation Energy that

14

offers energy efficiency services teaching clients

15

how to save energy, reduce their carbon footprint. I

16

will say that when we first started this project, we

17

met with NYCHA REES, and one of the things that

18

helped us to get the program that we-we-we laid the

19

groundwork for was something that REES had going

20

already. They were already having trainings that

21

will prepare young folks for the Aptitude Test, and

22

we saw an opportunity there where we could come in

23

and where a resident could not afford to travel back

24

and forth for lunches and just the overall curriculum

25

we were able to step in and-and-and-and be able to-to



1  
2 fund part of that. I think if more businesses know  
3 that they can contribute and make an investment in  
4 those areas, it will definitely help. I will say  
5 that we invested in the training for these young  
6 folks knowing that there was no strings attached,  
7 right. They were able to move onto other projects.  
8 Immediately when those nine passed their aptitude  
9 tests, they were picked up by different agencies to  
10 work. So, they're not really working on our specific  
11 project even though we would have loved to have them,  
12 but I think we provide a sustainable path forward  
13 that it's not just tied to one project, but it's  
14 something that—that can go on even when this project  
15 ends.

16 CHAIRPERSON MILLER: And—and where—where—  
17 where is your company located—headquartered?

18 JOHN HEWETT: Our headquarters is in  
19 Baltimore.

20 CHAIRPERSON MILLER: Is it MWBE?

21 JOHN HEWETT: No.

22 CHAIRPERSON MILLER: Okay.

23 CHAIRPERSON AMPRY-SAMUEL: Two questions  
24 for Constellation. Who would you work—I know you  
25 mentioned that you were working with REES, and other

community participants. Can you name some of the  
like local community organizations that you worked  
with for both Sand and for the BQBM?

JOHN HEWETT: We're working with Bridge  
Enforce (sic) of course is one of our prime  
conservators as well as the Association for Energy  
and Affordability, AEA.

CHAIRPERSON AMPRY-SAMUEL: Okay and how  
often do you meet with NYCHA about your progress or  
just like the work that you're doing on a project?

JOHN HEWETT: We—we have had several  
meetings just to gear our—our employment based on the  
scopes of work that are being developed. So that we  
know what's coming and can give NYCHA a heads up or  
REES a heads up on what are the different positions  
that are coming available. That's part of our  
Section 3 Plan when we're moving forward.

CHAIRPERSON AMPRY-SAMUEL: And my last  
question do you also meet with the resident  
association leaders?

JOHN HEWETT: Yes. We have had through  
all of the developments that we have progressed  
through, BQDM has 23 developments throughout our  
portfolio. Sandy A has 18. All of those encompasses

a start-up meeting where the resident association  
leaders was invited. Some of them attended, some did  
not, and for those that we—we were able to speak to  
the resident, we spoke directly to the resident at  
the team meetings to inform them of the oncoming  
project.

CHAIRPERSON AMPRY-SAMUEL: Thank you.  
Okay, thank you so much for your testimony.

CHAIRPERSON MILLER: Thank you.

CHAIRPERSON AMPRY-SAMUEL: And thank you  
everyone for the four—has it been four hours?

FEMALE SPEAKER: [off mic] It's been four  
hours.

CHAIRPERSON AMPRY-SAMUEL: Four-hour  
hearing today. So, that will conclude our Committee  
on Public Housing and Committee on Civil Service and  
Labor oversight joint hearing on Section 3 Hiring  
Requirements. I do not see any testimony in the  
other submitted testimony. For the record no? Any  
other written testimony? I don't see any in front of  
me. So that concludes this hearing. Thank you very  
much. [gavel] background comments/laughter]

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 February 13, 2019