



Cambridge College

Office of the President

April 3, 2014

Donna P. Lopez
City Clerk
Office of the City Clerk
City of Cambridge
795 Massachusetts Avenue
Cambridge, MA 02139

2014 APR 3 AM 11 22
OFFICE OF THE CITY CLERK
CAMBRIDGE, MASSACHUSETTS

RE: Policy Order Resolution O-10

Dear Ms. Lopez,

I am in receipt of your March 25th letter regarding the above noted resolution sponsored by Councilor Simmons and would like to go on record with our concerns regarding the accuracy of the information presented therein and to provide information to clarify the facts regarding this matter. We would very much appreciate that this response be submitted for the public record and that they be shared with the City Council.

In the resolution, it states that Cambridge College did not follow through on its vow to perform an open and fair bidding process or to keep open lines of communication. We honored every commitment we made to Councilor Simmons in a meeting held in September and in subsequent conversations with members of SEIU 32BJ Local 615, including Kathleen Collins, who spoke on behalf of the Union at the March 24th City Council hearing. The following reflects the substance of these discussions and actions taken by Cambridge College:

1. At our September meeting with Councilor Simmons, we promised to meet with the SEIU team to hear their concerns. We followed through on that commitment, meeting with Kathleen Collins and Dan Nicolai in mid-September.
2. We agreed in that meeting with the Councilor to share our RFP with the SEIU and we did. Furthermore, we underscored our commitment to both Councilor Simmons and the SEIU team that we would be considering a broad range of factors, such as - management approach, personnel selection process, training programs for employees, and the extent of benefits offered to staff - in selecting the final candidate. Our final decision would not be strictly guided by price.
3. We agreed to include SEIU recommended security contractors and to extend the RFP deadline to allow SEIU to identify interested unionized service providers and we did.
4. We promised to add to our efforts the task of notifying both SEIU and Councilor Simmons when we had completed our bid review and evaluation process. All vendors

were given the opportunity to contact the person supervising the bid process for the College with any questions related to the RFP and each was dealt with accordingly.

When contacted by SEIU, we responded in as timely a fashion as possible and assured them that we would inform them when the bid process was completed. As would be the case in any standard business operation, ongoing involvement by either the Councilor or SEIU representatives in the actual bid review process was not warranted or expected.

In addition to the points above we also want to correct the inaccuracies noted in paragraph six which states that Cambridge College made its selection based solely on price; that the selected firm, Hunter, pays its employees less than the previous service-provider, Longwood; and finally that the staff employed by Longwood and assigned to Cambridge College was displaced as a result of Cambridge College's selection of another firm. The facts are:

1. The selection of Hunter was not based solely on price. As described above, numerous important criteria were used to select the best proposal and firm for the College at this point in time;
2. Based on the salaries shared in the bid process by both Hunter Protective Services and Longwood Securities, Hunter does not pay its employees less than those of Longwood; and
3. We confirmed with management of Longwood that all of the Longwood Security employees displaced from Cambridge College assignments have chosen to remain with Longwood, and that each has voluntarily accepted reassignment to a new location where they remain employed to this day.

This process dates back to the summer of 2013 when Cambridge College issued an open RFP for a new security service provider to serve our three Cambridge based buildings. In contracting this service, Cambridge College has not and does not employ the security professionals who work in any of our locations. They are employees of the firm with which we contract to provide security services. We issued the RFP, as a matter of routine business operations in which, from time to time, we solicit competitive bids that enable us to assure that we are securing the best possible service contract for the college.

During this same time frame, SEIU 32BJ Local 615 contacted Cambridge College regarding the security contractor we were using at that time, Longwood Security. The union requested that Cambridge College intervene with Longwood in supporting the unionization of their employees. We responded to the communication received from the union, declining to intervene and informing them that we were planning to issue an RFP for the security service contract. It is important to note that at no time during this period, or since then, were we contacted by Longwood Security management or individual employees assigned to any of our Cambridge College locations.

We were subsequently contacted by Councilor Simmons who requested a meeting to discuss the union concerns. As stated above, we met with Councilor Simmons in early

September and discussed the union concerns and our plans to solicit bids for the next contract period. It was agreed at that time that we would communicate with the union regarding our plans and, through them, invite unionized security firms to submit bids for our consideration.

Pursuant to this meeting, we contacted the union representative with information of our planned process and timeline. We gave the RFP to the union representative to distribute to the firms the union identified.

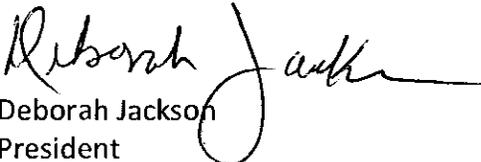
When the deadline for responses arrived, we noted that none of the unionized companies had submitted a response. We subsequently contacted the union, asked them to reach out again, and we extended the response period. By the end of this process we received a total of five proposals, two of which were from unionized firms.

In February 2014, the final selection was made and we contacted both the offices of the union and Councilor Simmons as promised. We conducted a thorough review process of all submissions and the extent to which the proposals responded to our requirements and showed evidence of having the capacity to meet the needs of the college.

Considering that the resolution has already been adopted by the City Council, without the opportunity for the College to have a voice, we thought it appropriate to write this letter in order to correct the public record. We continue to be open to further discussions about this matter, and to that end we have also sent a letter to Mayor Mahr and Councilor Simmons offering to meet for further discussion.

In closing, we hope this letter can be included in the Communication List and provided to all members of the City Council per your instruction to Phillip Page. We are proud to be a part of the Cambridge community and have worked quite deliberately over the years to strengthen our relationships in the City of Cambridge with numerous government, private and non-profit partners. Good citizenship and making a positive contribution to our local community is one of our core values and beliefs. It is our hope that we can correct the impressions left by this resolution and continue to enjoy the constructive and collaborative relationships that we have forged with the City of Cambridge.

Sincerely,


Deborah Jackson
President

cc: City of Cambridge City Councilors
State Rep. Marjorie Decker
State Rep. Jonathan Hecht
State Rep. David Rogers
State Rep. Tim Toomey