Disadvantaged Business Enterprise and Workforce Advisory Committee

July 15th, 2021
Today’s Topics

• Building Strong Communities Update
• Project Update
• DBE Reporting
• Workforce Reporting
• Workforce Results and Transparency Committee Presentation
Building Strong Communities

2021
Building Strong Communities: July Update

BSC 2021 Apprenticeship Placements (to date):

1 - Carpenters
1 - Cement Mason
1 - Iron Workers
3 - Laborer
4 - Operating Engineer

1 – Sheet Metal Workers

BSC Apprentice - Ethnicity

- 6, 55% White
- 2, 18% Hispanic
- 2, 18% Black / African American
- 1, 9% American Indian

BSC Apprentice - Gender

- 6, 55% Men
- 5, 45% Women
SWLRT Project Update
SouthWest Station Vertical Construction, Eden Prairie
Prairie Center Drive LRT Bridge Plinth Construction, Eden Prairie
EP Town Center Station Roofing & Metal Fascia, Eden Prairie
Shady Oak Road LRT Bridge Deck Construction, Eden Prairie
Excelsior Boulevard LRT Bridge Cantilevered Form Traveler Construction, Hopkins
Excelsior Boulevard LRT Bridge Interior Wall & Floor Rebar Placement, Hopkins
Louisiana Ave LRT Bridge Center Pier-Top Construction, St. Louis Park
Cedar Lake Channel LRT Bridge Abutment Construction, Minneapolis
West 21st Street Station Structural Steel Construction, Minneapolis
Corridor Protection Barrier Drilled Shaft Foundations, Minneapolis
Glenwood Avenue LRT Bridge Substructure Construction, Minneapolis
Franklin OMF
Mechanical Bay, HVAC, Plumbing & Mezzanine Tool Elevator Installation
Curb and Paving, New Storage Track for LRVs
Systems
TPSS 15B In-factory Production: Switchgear Install
Factory Acceptance Testing
DBE Achievement Report
## DBE Achievement as of May 31, 2021

<table>
<thead>
<tr>
<th>Contractor</th>
<th>Contract Description</th>
<th>Contract Amount</th>
<th>Contractor Billed to Date</th>
<th>DBE Billed to Date</th>
<th>DBE Date %</th>
<th>As of Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>LMJV</td>
<td>Civil</td>
<td>$929,943,009</td>
<td>$473,724,808</td>
<td>$97,509,051</td>
<td>20.6%</td>
<td>5/31/21</td>
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<tr>
<td>APJV</td>
<td>Systems</td>
<td>$193,819,580</td>
<td>$56,023,536</td>
<td>$8,906,802</td>
<td>15.9%</td>
<td>5/31/21</td>
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<tr>
<td>LS Black</td>
<td>Franklin O&amp;M Exp.</td>
<td>$39,084,536</td>
<td>$25,725,252</td>
<td>$5,442,912</td>
<td>21.2%</td>
<td>5/31/21</td>
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<tr>
<td></td>
<td>Closed Contracts</td>
<td>$404,992</td>
<td>$404,992</td>
<td>$74,610</td>
<td>18.4%</td>
<td></td>
</tr>
</tbody>
</table>

### Summary

<table>
<thead>
<tr>
<th>Contract Amount</th>
<th>Billed to Date</th>
<th>$ DBE to Date</th>
<th>% DBE to Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>15% Goal</td>
<td>$1,163,252,117</td>
<td>$555,878,588</td>
<td>$111,933,375</td>
</tr>
</tbody>
</table>
Lunda/CS McCrossan Joint Venture: Civil DBE Activities Update
SWLRT DBE Participation: June

- **Civil Contract**
  - Am-Tec Designs: Structural steel (supply only)
  - Blackstone: Retaining walls
  - Big G Tech Support: Project offices and support
  - Boys Contracting: Pipe supply
  - CI Utilities LLC: Electrical testing
  - E&J Steel Erectors: Steel erection
  - HHA: Scheduling consultant
  - IMO Consulting Group: Surveying
  - On Call Pavement Sweeping: Street sweeping
  - Pete’s Water & Sewer: Utility work
  - Public Solutions Group: Public info and site prep.
  - Safety Signs: Maintenance of traffic
  - Standard Contracting Inc: Erosion control & misc. civil
  - Stonebrook Fence Inc.: Temp. & permanent fence
SWLRT DBE Participation: June

- Civil Contract
  - AirFresh Industries
  - Biffs
  - Mac’s Roll-Off Service Inc
  - ZTS
  - MBE Inc
  - M&J Trucking
  - Sanitary facilities
  - Sanitary facilities
  - Dumpsters
  - Project trucking
  - Project trucking
  - Project trucking

- Stations Contract
  - Am-Tec Designs
  - E-Con-Placer
  - Biffs
  - Sun Mechanical
  - Structural steel
  - Concrete pumping
  - Sanitary facilities
  - Mechanical
LMJV DBE Highlight: Standard Contracting

• **Scope of work:** Erosion Control & Miscellaneous Civil

• **Contract Value** $8,719,711

Workforce Participation
• 22.46% POCl
• 16.67% Female
LMJV Update on Change Orders*

- Owner Change Orders approved thru 06/15: $151,007,153
  - DBE Job To Date Participation: 20.70%

*Does not take into account LMJV directed change orders with Subcontractors
Aldridge Parsons Joint Venture: Systems DBE Activities Update
Anticipated DBEs: One Month Look Ahead

- Late July/August
  - TPSS Foundations: Dionne Construction
    - Erosion control/silt fence
  - Bald Eagle Erectors (Meyer sub): form/rebar/pour concrete
  - Moltron Builders: laborers
    - Excavation, under-drain, subgrade preparation
  - MBE Inc. (Meyer Sub): trucking
  - IMO: pre-inspection
APJV Update on Change Orders

• Owner change orders approved thru 6/1/21:
  ▪ $8,390,210

• DBE change order participation:
  ▪ Gunnar Electric: $1,404,215
  ▪ Generation Cable: $413,311 ($247,986: 60% material only)
  ▪ DBE change order participation: 21.7%
  ▪ DBE job to date participation: 16.1%
LS Black Constructors: Franklin O&M DBE Activities Update
LS Black Update on Change Orders

• Current contract amount thru 5/31: $39,180,098
  ▪ Committed DBE contracts: $7,478,941
  ▪ Anticipated DBE participation: 19%

• Overall billed to date thru 5/31: $29,599,752
  ▪ DBE billed to date thru 5/31: $5,821,738
  ▪ DBE achievement to date: 20%
LS Black Update on DBE Activity

• Ongoing participation from GoFetsch Mechanical
• Ongoing participation from Nakasone Painting
• Bald Eagle Erectors
• Camacho Roofing
• Always Stone & Tile
• Am-Tec Designs (steel fabrication only)
• Wissota Supply Co
• Dzeidic Caulking
Workforce Participation Report
Civil Workforce Participation Percentage*

- May 2021: 100,674 hrs
- Civil Construction Total: 1,268,578 hrs

*Based on MDHR Workforce Report for May 2021
People of Color/Indigenous (POCI)
Civil Workforce Participation*

- May 2021: 100,674 hrs
- Hours worked by category:

*Based on MDHR Workforce Report for May 2021
Civil Workforce Trucking Participation*

Trucking participation on Project being counted:

- MBE: 21,982 hours
- ZTS: 4,161 hours
- Rock-On Trucks: 683 hours

*Based on MDHR Workforce Reports: Project Start through May 2021
Systems Workforce Participation Percentage*

- May 2021: 80 hrs
- Systems Construction Total: 349 hrs

- Women: 20%
- POCI: 32%
- Unspecified: 22.06%
- Monthly APJV %
- Goal %
- Contract % To Date

*Based on MDHR Workforce Report for May 2021
People of Color/Indigenous People (POCI)
Franklin O&M Workforce Participation Percentage*

- May 2021: 7,299 hrs
- Franklin O&M Construction Total: 70,207 hrs

*Based on MDHR Workforce Report for May 2021
People of Color/Indigenous (POCI)
Franklin O&M Workforce Participation*

- May 2021: 7,299 hrs
- Hours worked by category:

*Based on MDHR Workforce Report for May 2021
Lunda/CS McCrossan Joint Venture: Civil Workforce Activities Update
LMJV Workforce Activities: June 2021

- Monthly SWLRT Meetings – subcontractors & internal LMJV
- Continual update meetings with LMJV representatives & Lunda Field Operations on upcoming hiring needs.
- MN Con Crew Hiring Event
- SWLRT Subcontractor & CBO Connection Part 2 of 2
- SWLRT LMJV Meeting with Dunwoody representatives to discuss potential partnering on workforce education events moving forward.
- Attended Graduation of Carpenters – Pile Driver Highway Heavy Program
- EEO/Anti-Harassment Training – LMJV Field
LMJV Upcoming Stand Out Workforce Activities – July 2021

• SWLRT– outreach planning meeting with Civil, Systems & Facilities partners
• Monthly LMJV Workforce/Hiring Review
• EEO LMJV Walkthrough of Project – throughout month of July
• Continuation of Workforce Education meetings with SWLRT & Dunwoody
• Meeting with DEED to discuss SWLRT project & workforce development
Total New Hires/Transfers for LMJV: June 2021

NEW HIRES: 7

- White Male: 3
- White Female: 1
- POCI Male: 2
- POCI Female: 1
- Apprentices: 5
- Journeymen: 5
- Foremen: 9
- Office: 3

TRANSFERS: 15

- White Male: 9
- White Female: 0
- POCI Male: 6
- POCI Female: 0
Aldridge Parsons Joint Venture: Systems Workforce Activities Update
Systems Contract Workforce

- Plan to meet the workforce goal:
  - APJV limited scopes available for craft labor through the remainder of 2021.
  - Participated in Metro Region Construction Virtual Hiring Event June 9th.
  - Monthly meeting with MDHR on June 22nd.
  - Preliminary meeting with a firm that can provide skilled and diverse workforce of outside electricians through Local 160.
  - Scheduled 3rd zoom meeting with the 3 SWLRT primes and subcontractors introducing local unions and CBOs for August.
LS Black Constructors: Franklin O&M Workforce Activities Update
Franklin O&M Contract Workforce Activities

• Monthly GFE meetings with MDHR
• Attending outreach opportunities with CBOs with subcontractor team participation
• Reminder emails to trade partner teams about participation and plans to increase workforce as necessary
• Continue to track LCP participation goals as well as communicate with our sub teams on improvement opportunities
• On-site meeting with the MDHR team for interviews and feedback from craft teams
Results and Transparency

Minnesota Department of Transportation Office of Civil Rights
Civil Rights
Committed to equality in transportation service
What is the Results and Transparency Workgroup?

Subcommittee of the MnDOT DBE/Workforce Collaborative
Who attends RT Meetings? When and where are they held?

**Who?**
- Open to the public
- Stakeholders from different industry groups
  - Community Organizations
  - Contractors
  - Employment/Business Advocates
  - Government Agencies
  - Training Program Representatives
  - Tribal Employment Rights Officers
  - Unions

**When?**
- 4th Wednesday of each month
- 2:30 pm

**Where?**
- Summit Academy OIC Minneapolis 935 Olson Memorial Hwy Minneapolis, MN 55405 (Pre-COVID-19)
Why do we have the RT meeting?

• To review and monitor various projects’ workforce participation goals, and contractor progress toward meeting those goals

• To provide consultation and support to contractors and MnDOT (as needed) when workforce participation goals are not being met
• Set by the Minnesota Department of Human Rights

• Reflect a percentage of the total labor hours to be performed by people of color and women on highway projects
How are projects selected?

Select projects that meet any of the following criteria:

• Significant employment opportunities
• High dollar value ($5M+)
• High profile
• Other factors
How are projects monitored?

1. CCT collects payroll/workforce data
2. CCT populates a comprehensive spreadsheet with this payroll/workforce data
3. Spreadsheet is reviewed at RT meeting
RT Meeting: Office of Civil Rights Updates

Covers various topics such as:

• Staffing/Administrative Updates
• Current Events
• Updates on Major Projects
• OJT Updates/Reminders
• MnDOT Supportive Services Trainings
• Calendar of Events
• Contractor Toolkit
• Updates from Collaborative Subcommittees
• Other Relevant Topics
What’s One Word to Summarize Results and Transparency?

ACCOUNTABILITY

How can contractors hold subcontractors accountable?

- MnDOT OCR can run a detailed workforce report for the project
- The contractor just needs to ask!
Details the entirety of hours worked by a prime contractor and its subcontractors, comparing percentages of hours worked by people of color and women to the workforce commitments made in the submitted Workforce Plan.

District Averages
Provides monthly workforce participation averages – straight and cumulative – for women and people of color in each MnDOT district.
Workforce Data Reports: Select Projects

Summarizes the performance toward the workforce participation goals for projects of significant public interest. Specifically, it provides the prime contractor and its subcontractors the total hours worked by women and people of color, and the respective percentages.

On-the-Job Program: Program Summary

A breakdown of On-the-Job Training trainees by ethnicity, gender, trade, and MnDOT Support Services graduation. Its creation led to the development of various sub-reports detailing contractor participation in the OJT program and the OJT Support Services program.
Contractor Workforce Participation
Summarizes the top ten contractors’ performance toward workforce participation goals for MnDOT projects awarded by year. Here, the ten contractors are those awarded the highest dollar amount of MnDOT projects over this timespan. Performance is measured by year – both individually and cumulatively – and by project.

District Workforce Participation
Summarizes the performance of each MnDOT district toward the workforce participation goals. Performance is measured by year – both individually and cumulatively – and by project.
Challenges

• Subcontractor participation

• Workforce participation goals (horizontal v. vertical)

• Difficult conversations in an open forum

• External reporting capabilities
Successes

• Enhanced transparency for the community

• Contractors having workforce conversations internally and with their subcontractors

• Contractors requesting compliance guidance

• Contractors requesting assistance with diversification of recruitment efforts
Questions for the Panel

• Lee Zutz, MnDOT
  ▪ Programs Operations Manager
• Joe Castillo, MnDOT
  ▪ Contract Compliance Supervisor
• Kent Robbins, Robbins Consulting
  ▪ Community Volunteer
• Jason Zins, Shafer Contracting
  ▪ HR Manager
• Megan Holland, Ames Construction
  ▪ Regional EEO Officer
Closing

- Next Meeting Date: August 19th, 2021
  - Agenda topics
  - Actions items for the next meeting
  - Adjourn
Stay Updated!

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