

Southwest LRT DBE and Workforce Advisory Committee

Thursday, May 21, 2020

2:00 – 3:30 p.m.

WebEx Meeting

Attendees: Barry Davies, Gilbert Odonkor, Sheila Olson, Julie Brekke, Melanie Williams, Sean Skibbie, John O’Phelan, Barb Lau, Dale Even, Yolanda McIntosh, Kent Robbins, Mike Toney, Vince Fuller, Katie Moss, Brianne Lucio, Brad Odegard, Mel Reeves, Irina Vaynerman, Chris Gannon, Eric Schauer, Salima Khakoo, Tracey Jackson, Elaine Valadez, Jon Tao, Sam O’Connell

AGENDA

1. Remarks by Deputy Commissioner of MN Department of Human Rights

The meeting was called to order at 2:02 PM. Salima Khakoo introduced the Deputy Commissioner of Minnesota Department of Human Rights (MDHR) Irina Vaynerman. She shared the mission and vision of MNDHR, and the purpose of the departments work. Additionally, she outlined the impact and purpose of the Human Rights Act. She thanked the committee for their work to ensure that historically disenfranchised communities are included in these careers. Vaynerman thanked the committee for their work during these unprecedented times. She outlined the COVID-19 related disparities that have disproportionately impacted historically disenfranchised communities. She hoped to see the continuation of diverse hiring and retention practices from LMJV, APJV, and subcontractors. Additionally, as vertical construction has paused, she hopes to see this project work with the Unions and CBOs to provide jobs for those who were displaced by the economic burdens of the pandemic. Khakoo paused for questions. Khakoo thanked Deputy Commissioner for her time and her meaningful call to action.

2. Roll Call

Khakoo conducted the roll call.

3. Review April 16, 2020 Meeting Minutes

Khakoo shared the April 16, 2020 Meeting minutes on the screen and asked the committee to email the chairs with any corrections. Meeting minutes approved.

4. SWLRT Systems Contract Update

Brad Odegard, SPO, gave the systems contract update to share system activities since his last presentation. The contract was awarded to Aldridge-Parsons Joint Venture (APJV) and the Council issued a second LNTP and authorized work up to \$24.685M. This allows work to continue until the FFGA is received from the FTA. Activities include advanced design activities, long-lead time procurements, and contractor mobilization. In 2020, anticipated Systems work activities include design of signals, design of communications systems, procurement of materials and equipment, staging, pre-fabrication of equipment for future installation. In 2021, the field work will begin with turnover of construction completion groups from Civil contractor, and the installation of Traction Powered Sub-Station 15B at Franklin OMF. Odegard introduced Eric Schauer the CAR for the systems contract, Chris Gannon the project manager for APJV, and Mike Toney from APJV. Odegard paused for questions. No questions were asked.

5. SWLRT Project Update

Sam O’Connell from SPO presented the project office update. O’Connell first shared the construction progress of the SWLRT LRV fleet and highlighted that two of these cars were delivered today. O’Connell shared the design change in these new LRVs that improve management and accessibility. O’Connell shared the construction progress in Eden Prairie, Minnetonka, Hopkins, St. Louis Park, and Minneapolis. O’Connell held for questions. Kent Robbins asked if the project is on schedule and on budget thus far. O’Connell added that the project is about 20 percent complete, and COVID has not impacted the progress of the project.

6. DBE Achievement Reporting

Jon Tao, SPO, shared the DBE Achievement report as of March 3, 2020. Tao shared how the report might look slightly different now that APJV is included in the report. For the overall project commitment, the percent DBE to date is 19.34 percent, which exceeds the DBE goal.

a. LMJV DBE Activities

Dale Even, LMJV, shared that the DBE participation is north of 20 percent on their contract and still targeting to be at or exceed the goal. He also gave a brief update on change order processing progress. Even held for questions. Odonkor asked if the change orders on the slide are approved or paid. Even said that number represents the change orders approved.

b. APJV DBE Activities

Chris Gannon, APJV, shared that the DBE goal for APJV is 12 percent. He shared that the APJV had their first Systems DBE first kickoff event. Gannon shared the DBE firms that are on this project. Gannon gave an update on the status of their DBE subcontracts. Gannon then shared the status of their purchase orders. Lau asked, is the 12% goal the same as what they signed the contract for commitment? Tao added that the APJV is still with the goal they signed for their commitment. Gannon held for questions. No additional questions were asked.

7. Workforce Participation Reporting

Elaine Valadez, MNDHR, walked through the workforce participation in March of 2020. Valadez shared the hours worked by women and people of color within the LMJV workforce. Valadez paused for questions. Robbins asked what the large increase was a result of? Valadez added that subcontractors might not have added the hours, if apprenticeships haven't been approved yet they aren't included in the report. Even added that the payroll data can be held up by the apprenticeship paperwork, which can cause a lag in the reporting. Valadez then walked through the work force participation by category in March of 2020. Valadez shared the trucking participation on project. She then shared the contractor and subcontractor participation in March of 2020. MDHR is working with LMJV to ensure that they are working with subcontractors that are not meeting their workforce goals. John O'Phelan asked if any subcontractors with LMJV that have had difficulty finding women or people of color to work. LMJV has not reported anything to MDHR. Even added that he has not specifically heard of issues from subcontractors. Typically, the subcontractors and LMJV try to recruit from the Unions.

a. LMJV Workforce Activities

Yolanda McIntosh added that LMJV plans to meet biweekly with the subcontractors. Subcontractors are being asked to fill out paperwork to ensure their good faith efforts for diverse workforce participation. LMJV supplied a list of Community-Based Organizations for subs to pull from. Additionally, they have discussed having a virtual career fair with Urban League. John O'Phelan was impressed by the worksheet but asked if they could add a question related to contact with the Unions. McIntosh added that this is the same form used for 35W project. She paused for questions. There was a discussion on increasing retention through building connections with the Unions. Skibbie asked if COVID-19 has impacted the workforce expectations on this project? McIntosh added that LMJV is still recruiting for these positions. Even added there have not been many impacts on this project. Skibbie asked if the recruitment process has been altered by COVID-19? Even added that the recruitment strategy has not changed. McIntosh added how virtual events are great, however the digital inequity is makes virtual recruitment difficult. The committee discussed if there are ways to adjust recruitment strategies due to COVID-19. Olson and Brekke shared how CBOs are impacted by COVID-19 and have had to make training virtual but are actively working to improve online training. The committee discussed the strengths and faults of virtual construction training. McIntosh also walked through a table that highlights new hires in the month of April by demographic. This is to track the incoming workforce and show the committee where they are recruiting from. Barry Davies asked if Foreman were listed and Davies was looking for more trade specificity? Even and McIntosh will look into it. Tao is concerned that of the 29 new hires, with the high amount of employee referrals who are not women or POC and how this is a missed opportunity. Katie Moss added that experienced operators are hard to find. The committee discussed how they'd like to see the paper

trail of LMJV asking Unions for new hires. Even added Sannying just got the documentation together so it has not been completed yet. O'Phelan added that the worksheet would be improved by adding Union questions. Even and Moss added that employee referrals are not family. McIntosh shared the standard operating procedure forms from LMJV. McIntosh asked the committee for feedback. Khakoo asked when these forms will start being used?

b. APJV Workforce Activities

Mike Toney, APJV, walked through APJVs workforce goals and activities. APJV is well aware of the goals and recently had a kickoff meeting. Additionally, APJV will not have people on the ground until December of 2020. Toney shared the three unions that the system contractors primarily recruit from.

8. Regional Construction Forecast

John O'Phelan shared an update on the regional construction forecast and provide space for the committee to discuss the future of funding.

9. Building Strong Communities Update

Vince Fuller, Metropolitan Council, provided an update on the Building Strong Communities program. Fuller shared how they are adjusting to distance learning as a result of COVID-19. Barry Davies and Vince Fuller are hoping that the students are able to do some onsite visits and training, however, they will just wait to see what happens.

10. Adjourn

The meeting was adjourned at 3:45 pm.

Next Scheduled Meeting: June 18, 2020 from 2:00 - 3:30 pm

* Due to the limited format of a video conference meeting, we encourage members of the public with questions and concerns to reach out directly to the advisory members or the cochairs before the meeting. Questions or comments can be emailed to Committee Co-chairs:

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