

Southwest LRT DBE and Workforce Advisory Committee

Thursday, November 21, 2019

2:00 – 4:00 p.m.

Southwest LRT Project Office

Park Place West, Suite 500

6465 Wayzata Boulevard, St. Louis Park, MN 55426

Minutes

Members Present: Salima Khakoo, Tracey Jackson, Barry Davies, Vince Fuller, Mel Reeves, John O'Phelan, Gilbert Odonkor, Sheila Olson, Barb Lau, Julie Brekke, Mary Schmidt, Sean Skibbie, and Keith Baker

Members Absent: Sam Ndely and Anne-Marie Kuiper

1. Call to Order

Chairs Tracey Jackson and Salima Khakoo called the November meeting to order at 2:08 pm. Khakoo began by thanking everyone for coming.

2. Approval of August 15, 2019 Meeting Minutes

The committee looked over the meeting minutes from the August meeting. Jackson then introduced Senior Communications Specialist, Trevor Roy, as photos will be used for the project. The minutes were approved at 2:09 pm

3. Public Comments*

Khakoo reminded the committee of the process for public comments. Khakoo asked if there were any sign-ups for public comments, Jon Tao, OEO, confirmed there were not.

4. 2020 Meeting Schedule (Slide 3)

Jackson said that the committee needed to talk about the 2020 schedule and the rest of 2019. She asked if the committee would like to meet in December 2019 or in January of 2020. Jackson then read from the committee charter in regard to meeting frequency. According to the charter, the committee should meet at least once a quarter. Gilbert Odonkor shared that since the construction season is slowing down then it makes sense to have a quarterly meeting. He added that this meeting suffices for this quarter. Julie Brekke added that it depends what is on the schedule since it is a time to prepare for the summer construction months. Mel Reeves shared that it is best to keep consistency. He added that they can fill the void if there is a lack of construction activity to discuss on the schedule. He added that the DBE Workforce Advisory Committee allows for time to discuss issues that often get pushed to the side; such as training and retention. He shared that the committee met monthly on the large US Bank project and that consistency was beneficial. Gilbert Odonkor added that it would be beneficial to discuss subcommittees. John O'Phelan seconded that point and shared that he hoped that the meeting would provide more time for discussion on how to forward the industry. He added that the meeting locations should be rotated down the project corridor in order to increase equity. Jackson then filled committee member Sean Skibbie in on the discussion. Jackson shared that she will prepare

a survey for members to fill out after the meeting. Barry Davies added that the committee should meet once a month because it is the duty of the members. Vince Fuller seconded Davies' point. Khakoo and Jackson asked if the members wanted to keep the December 19th date for 2019. Reeves replied that to start the year on a consistent foot that this would be the best idea. Julie Brekke agreed with Reeves. O'Phelan added that it would be beneficial to discuss what the topics will be beforehand so more innovative conversation can happen. Jackson agreed. Jackson shared that the committee will proceed with the December meeting. Dale Even, LMJV, asked if Jackson sends out an email invitation for this meeting. Jon Tao is responsible for sending these meetings.

5. SWLRT Project Update (Slides 4-24)

Jackson introduced Brian Runzel who will be giving the Project Update. Runzel, Southwest Project Office (SPO) Director of Construction introduced himself. He shared that the project update will be presented from the west to the east. He pointed out the orientation of the maps included in the top right corner of the slideshow. Runzel started by showing the temporary bus station that was built at Southwest Station. He shared that the LRT station will be built on the current SWS station. In order to maintain SouthWest Transit service, they needed construct a temporary bus station. Runzel shared the retaining wall just around the corner from SW Station. He added that the project will be doing work over the winter and the mitigation that is necessary to do so. Runzel shared the retaining wall near the future Eden Prairie Town Center. He added that this station is a change order for the contract, so they are still working things out. Runzel shared photos from the LRT bridge over 494. He added that the east abutment near Residence Inn will begin next week. Runzel shared the work going on near Valley View Road and US-212 for the bridge piers. Runzel then shared photos from Golden Triangle Station, which included grade beams and concrete work that has been done on the station. Runzel shared additional photos near Golden Triangle, this is the bridge that will span over US-212 from Golden Triangle station. Runzel shared how the traffic will be shifted over Trunk Highway 62 for tunnel construction. He added that half of the tunnel will be built this December and the other half will be built next year. Runzel shared that the bypass road has been built on Smetana Road. The SWLRT will utilize an underpass below Smetana and Feltl roads. Runzel shared that the surcharge work is done near Shady Oak Station, the surcharge will settle for around 10 months. Runzel shared photos from Downtown Hopkins station. He shared a monumental point for SWLRT construction which is the freight track shift near Excelsior Boulevard. This is necessary to construct the west abutment for the longest LRT bridge. Runzel shared photos from the Blake Road Station pedestrian tunnel near Pizza Luce in Hopkins. Runzel shared photos of the Ped, Freight and LRT bridges that will span over Minnehaha Creek. Runzel shared photos from the abutments near Louisiana Ave. Runzel shared progress and photos from the Beltline Pedestrian Bridge. Runzel shared that sheeting has begun for the Kenilworth Tunnel. The project is utilizing a press-in pile machine to hydraulically push piles into the ground to avoid vibration impacts since this site is so close to the residents. Runzel shared progress on the Cedar Lake Channel bridge. There is work being completed on the east and west piers and abutments. Runzel shared work that has been completed at Glenwood Avenue, he added that there will be bridge construction soon. In the photo showed work being done was the Century Link Duct Bank Relocation. The contractor has not started work

in the area but there are a lot of utility relocations that need to be completed before the work commences. Runzel shared that we are working everywhere along the alignment.

6. Systems Contract Overview (Slides 25-31)

The systems contract overview was presented by Brad Odegard, SWLRT Construction Systems Manager. He shared that the systems contract was awarded to Aldridge-Parsons JV (APJV) on September 18th, 2019. Aldridge was the lead contractor for CCLRT, and their JV partner is Parsons Corporation out of Virginia. Aldridge is focused on the construction where Parsons is focused on back end of systems. The contract value was over \$ 194,411,000 and it was a competitive process. The revenue ready date is May 21, 2023 which is when their work needs to be completed. The systems contract includes traction power substations, overhead contact system, tunnel facilities, communications, wayside signaling system, and testing and integration. At the end of this year and all of next year will be consumed by prep work such as design and product data submittals. They will begin the long lead time for product procurement, installation and test procedures, and they will get the first portion of the alignment in Nov-Dec of 2020. From 2021 to 2022 they will be constructing and installing the systems components, followed by an alignment turnover to SCADA. In 2023, the remaining segments will be turned over to SCADA. Followed by systems integration testing and pre-revenue testing by Metro Transit. Odegard held for questions; no questions were asked. Jon Tao, SWLRT OEO, shared that the DBE goal is 12% for the systems contract. The AP-JV committed to 12.19%. Even asked how they determine the goals for DBE. Tao replied that the goals are set by the initial cost estimate and the number of DBEs available to do the work. They also looked at past contracts with similar scopes in work to look at their DBE achievements; as well as best practices from the FTA. Mary Schmidt asked if the DBEs had to have any prerequisites for the contract. Their qualifications are certified through their ability to do the work for their assigned NAICS code. The Council and the FTA have requirements for the DBE, but the contract may have additional requirements or restrictions, such as DBEs with conflicts of interest. Jackson clarified that the Council does not have a prerequisite for DBEs besides Environmental Services. Tao shared the gender and ethnic breakdown for the system DBE goals. Jackson paused again for questions and clarified that systems construction will not start until 2021. Odegard confirmed and said there is a small chance that construction could begin in 2020, but the expectation is 2021. Jackson shared that the AP-JV will be included in the DBE and Workforce Advisory Committee meeting as their construction starts.

7. DBE Achievement Reporting (Slides 32-34)

Tao shared that the contract is sitting at 15.1% for achievement. He shared that we are getting closer and closer to the 16% goal. Tao then shared a graph that tracks civil DBE payments, and that graph is still showing an upward pattern. Barb Lau asked to see the percent completion rather than percent billed of the project and the add/deduct line for change orders. Lau added that this was helpful on CCLRT and would like to have this information. Lau reemphasized she wants to see the percent completion to see how the DBE participation is compared to the part that is completed. She would like to see the add/deduct change orders to ensure that DBEs are still receiving the work. Sean Skibbie asked if there have been any changes to the contract, more deductions. Tao asked if Runzel had any information to add. Runzel added that he did not have the specific information but

there still needs to be DBE goals within change orders. Lau reemphasized that change orders can really impact individual businesses, and it is important to know the reason a DBE is cut out of the project. Tao added that this is a good point, and that LMJV best knows their subs are and what work will be done by who.

8. LMJV DBE Activities (35-36)

Dale Even, LMJV, shared that Airfresh Industries, Big G Tech Support, Blackstone Contractors, CI Utilities, E & J Rebar, E-con Placer, Gestra Engineering, IMO Consulting Group, Hirschmugl, JL Theis, Mac's Roll-Off, On-Call Pavement Sweeping, Pete's Water and Sewer, Public Solutions, Safety Signs, Standard Contracting, Stonebrook Fence, Sun Mechanical, TrackWorks, and Zackowski Trucking Service have all been actively engaged in the work. Even clarified that those numbers go through the end of September. Even shared that himself and Manny Walk are mentoring first-tier DBEs if they have any questions about the work, processes or the project. LMJV is holding their first SWLRT Small Business Workshop in December 2019, and all DBEs will be invited. They will discuss liaisons, mentoring, invoicing, and project goals. Even said that he will work with Jackson and Tao and the SWLRT Field Office to invite DBEs. Khakoo asked if he was seeing the reach out from DBEs. Even added that the reach outs come if there are problems but beyond that, none have reached out. O'Phelan asked what he would like to get out of the mentoring. Even shared that there are many requirements that go along with this work and it is quite a sophisticated process, he thinks the education on that is important. Even shared that the workforce participation goal goes beyond the LMJV and they want all of their subcontractors to be engaged. Lau suggested if the DBE did not work on CCLRT then this workshop should be mandatory for someone from their office. Skibbie asked if there was any capital to help DBEs similar to Lake Street. Dale shared that if there is a hardship due to payments, then they will make needed adjustments on a case by case basis. Schmidt asked for the payment requirements on project, Even responded it is a ten-day prompt payment. Dale walked the committee through the payment process with the council. It is 30 days after the council approves the invoice and pays LMJV; then ten days after for the payment to subs.

9. Workforce Participation Reporting (37-42)

Elaine Valadez, MNDHR, shared the workforce participation for from LMJV. She shared that in September the work hours are 24,275. In September, women worked 8.47% and POC worked 16.47%. The respective goals are 20% and 32%. To date women have worked 7.88% and for people of color 17.52% have worked. Valadez explained that the percentages change depending on the hours worked overall by each of those constituency groups. The pie chart showed the work done by different demographics. Valadez shared that there were three hours in December of 2018 and half of it was by a person of color; which is why the graph looks skewed. She shared that there is a positive increase in this work. Valadez then shared the zip code report. The first map showed where work was distributed between POC and locations. The second map showed that majority of this work is coming from the metro area. O'Phelan asked if there was a report for Veit and their construction demolition project. Valadez shared that she will bring the report to the meeting next month. O'Phelan added that this is why we meet monthly. He shared that there needs to be more hours for POC and women on this project. He added that he thought the numbers are okay but that

he would like to see more participation. He said that when the subcontractors see this information that they should do a better job to get diverse participation. He added that we always meet our goals, but we meet them at the peak of the project and hopes that we continue to meet monthly. He is disappointed that Veit does not have a lot of participation. He urged contractors to get more participation in the project. Valadez responded to O'Phelan's question and statement. Valadez added that the peak of this project's work was not this past summer and that the peak of this project will not occur until next summer. O'Phelan reemphasized goals should be met throughout the life of the project. Valadez added that those are quotas, not goals, and that there are many good faith efforts to be involved. Skibbie asked if all these hours are union hours? Reeves added that the missing Veit report is why we need to meet every month because Veit has made money without being held accountable. Reeves shared that by increasing POC participation in this project, it helps increase the quality of living for POC in Minneapolis and St. Paul. He expressed that this is important for each person's quality of life. Yolanda introduced the new EEO project representative, San Nying Vang. She added that she will be giving her more responsibilities as the project progresses. Yolanda reverted back to Skibbie's question about union labor. He added that the workforce numbers seem to be a reflection of the union participation. He asked about the intersection between LMJV and the union? Yolanda shared that they send letters to the Unions requesting apprentices as needed on the project but also to make a good faith effort to meet the workforce goal. She added that this project is not the only one participating in Minnesota. She finished by saying that since they are a workforce contractor, they can't have all apprentices on the project. There are more factors and barriers to this work than some numbers can show on the screen. Skibbie asked if a person is new and does not have a criminal background, what is the process for them to work on the project? Yolanda said that the field operations officer will make that call. They will also send a letter to ask them to join the union. They understand that it cannot be an excuse and that they do work with community-based organization. Odonkor asked about the commitment to outreach. Yolanda replied that the commitment will maintain. O'Phelan praised her work. She replied that this summer focused on transfers from Lunda and McCrossan respectively to bring them together. Schmidt asked if they have a goal for new people to bring on to the project? Yolanda does not have a number, but she said by the end of July they had around 78 applicants ready to work. There is not a shortage, but it is dependent on the work that is available for the applicants. They are continuing to do outreach she shared that they are doing outreach to Faribault and Shakopee correction centers. Julie Brekke asked if there is a supply issue within the DBEs if there is not one in LMJV? Odonkor said that the county still wants to engage communities along the alignment because when they hold the training, it is not for a specific project, but rather for careers. Yolanda said feel free to send her a list of Community based organizations because she will be available and welcome it. Jackson asked the committee to move on in order to finish the meeting.

a. LMJV Workforce Activities

10. Registered Apprenticeship Programs (Slide 47-70)

John Aiken thanked everyone for the opportunity, and thanked O'Phelan for the invitation. Aiken is the Director of Labor Standards and Industry. He asked the prevailing wage unit to

identify wage rates, certifying wage rates and enforcing them on the project. He gave some brief history on registered apprenticeships in Minnesota. He placed emphasis on registration because it brings in the United States Department of Labor and the Minnesota Department of Labor because they are able to regulate the training. Aiken shared that there is a need for skilled workers in Minnesota. There is a need to find the next generation to replace this generation of workers. Minnesota has more recovered jobs after the great recession. However, our communities are continuing to age, there is a lot of older adults (65+) during the next two decades. Aiken asked the committee how we can leverage the skills of those who are leaving the workforce. As Minnesota's population of color continues to grow, then our workforce will follow that. This is important in an industry like construction that is historically predominantly white. Registered apprenticeship involves employment for on-the-job training, related instruction, wages that will increase with skills, and credentials. For the credential to be valuable, all of the investment in this model has to be followed. The benefits of apprenticeship for workers include employment, job training, safety instruction, increasing wages, master in-demand skills, and nationally recognized credential. The employer also benefits, they are building their own workforce, creating new skilled worker pipeline, production, improve productivity, and reduced employee turnover. Apprentices will often stay where they trained because the employer invested in them. There are 12,474 active apprentices. He emphasized that apprentices follow economics. There has been a surge in active apprentices. He shared that over 1,600 apprentices have completed this year. There has been an increase of community of color participation over time. Each year is progressive, and programs are reaching out to their community to train others. He shared the importance of working with successful community-based organizations to get active apprentices. He shared the industries that one can get an apprenticeship. Aiken shared programs registered and launched in the Minnesota Apprenticeship program. He shared background on the Apex Initiative to share how they are providing funding for the programs. He emphasized that last week was national apprenticeship week. He shared various outreach events that took place last week to help expand this model. He shared the expansion of social media to improve communication where people are. He wants to bring this information to people rather than having people to come to them. Additional outreach events included communication with high schools. He emphasized the importance of registered apprenticeships in regard to this project.

11. Workforce Development (Slides 71- 89)

Aaron Koski, Sam Heimlich, and Barry Davies presented on workforce development. He shared the history on the Building Strong Communities LRT build pilot effort. There were 16 individuals that graduated in 2017. He emphasized that they are hoping to expand this program to help develop people for future careers. He shared lessons learned which included providing stipends, partnering with community organizations, increasing participating trades, and increasing post-program support. He shared that the first cohort was selected by partnering with community-based organizations that do not have a construction counterpart. They have four partners, AVIVO, 5 Skies, Asian Media Access, SWLRT, Minneapolis Building and Construction Trades Council, and Emerge Community Development. He shared that they will be preparing for 1-4 months, then there will be a cohort of 50 participants. The cohort will be placed through an intensive 5-week program

before completion and then placement within a trade. Each community will utilize outreach to recruit and prepare participants. They must spend two weeks and 20 hours to participate in programming, and they are able to receive a stipend. Cohort participation involves presenting in front of a panel and passing a drug test. In the following phase, everyone will receive a stipend every two weeks. There will then be two weeks spent in trade exposure. Heimlich added the importance of trade exposure. They want everyone to be placed and prepared for an interview with a union and/or a trade. Davies emphasized the importance of post program retention support. He said that they want to do a better job of reaching out to support apprentices for a year after their program. Koski shared the timeline for this year's outreach strategy. At the end of January, they will host a Southwest Light Rail Construction Training Program Expo. He shared the website for building strong and encouraged attendees to find those who are interested.

12. Adjourn (Slides 90-91)

Jackson added that the next meeting will be December 19th, and they will discuss activities in 2019 and look forward to 2020. Jackson adjourned the meeting at 4:03 pm.