

Southwest LRT DBE and Workforce Advisory Committee

Thursday, July 15th, 2021

2:00 – 4:00 p.m.

[Handouts] [Presentation]

1. **ATTENDEES** – Barry Davies, Eric Ampedu, Becky Brink, Julie Brekke, Tony O’Brien, Maura Brown, Leslie Woyee, Mary Schmidt, Barb Lau, Kendra, Christa Seaberg, Katy Maus, Chris Gannon, Mike Toney, Elaine Valadez, Salima Khakoo, Ashanti Payne, Mahad Omar, Jon Tao, Aaron Koski, Brian Runzel, Andy Robinson, Ronald Brandenburg, Brian Leitch
2. **BUILDING STRONG COMMUNITIES UPDATE by Aaron Koski (Slide 4)**
 - a. Aaron shares the July update for BSC apprenticeship placements to date. They currently have: 1 carpenter, 1 cement mason, 1 iron worker, 3 laborers, 4 operating engineers and 1 sheet metal workers. 45% of participants are women, 45% of total participants are POCI.
 - b. Barry mentioned that BSC has reached a little plateau where it is hard to find opportunities with the program participants, but they are trying their best to get them out there and find opportunities.
 - c. Question by Ashanti: Is there any expectation as we get into July and peak construction time in MN that as the benches clear, more companies will reach out to BSC?
 - d. Christa Seaberg: Because of LMJV’s strong partnership with BSC, we will be continually providing a list of candidates directly to subcontractors to help improve connections between light rail contractors to the BSC program. We plan on doing this on a regular basis.
3. **SWLRT PROJECT UPDATE by Brian Runzel (Slides 5-23)**
 - a. Brian Runzel shares the SWLRT project update by displaying pictures and pointing out updates made to the following stations: Southwest Station Vertical Construction in Eden Prairie, Prairie Center Drive LRT Bridge Plinth Construction in Eden Prairie, EP Town Center Station Roofing & Metal Fascia in Eden Prairie, Shady Oak Road LRT Bridge Deck Construction in Eden Prairie, Smetana & Felth Rd Bridges Deck and Abutment Construction in Minnetonka, Excelsior Boulevard LRT Bridge Cantilevered Form Traveler Construction and Interior Wall & Floor Rebar Placement in Hopkins, Louisiana Ave LRT Bridge Center Pier-Top Construction in St. Louis Park, Cedar Lake Channel LRT Bridge Abutment Construction in Minneapolis, West 21st Street Station Structural Steel Construction in Minneapolis, Corridor Protection Barrier Drilled Shaft Foundations in Minneapolis, and Glenwood Avenue LRT Bridge Substructure Construction in Minneapolis.
 - b. Brian Runzel then shares project specific updates. He shares updates in Franklin OMF’s Mechanical Bay, HVAC, Plumbing and Mezzanine Tool Elevator Installation. As well as

Curb and Paving work done on new storage track for LRVs. For Systems, he shares pictures of the TPSS Switchgear Installation and Factory Acceptance Testing.

4. DBE ACHIEVEMENT REPORTING by Jon Tao (Slides 24-25)

a. Jon shares the DBE achievement as of May 31st 2021. Total DBE % to date across all contracts are at 20.1% out of the 15% goal. Progress is good according to Jon regarding DBE achievement percentages.

b. Civil: LMJV DBE Activities by Christa Seaberg (Slides 26-30)

- i. Christa shares LMJV's list of DBE participation for the month of June. She informs that Big G will be removed from the list as they have been adopted by another firm.
- ii. Christa shares their DBE highlight of the month, which was Standard Contracting. They are doing Erosion Control & Miscellaneous Civil, with a 22.46% POCI and 16.67% workforce participation percentages.
- iii. Christa shares LMJV's update on change orders, which are approved thru 06/15 at \$151,007,153 and DBE job-to-date participation is at 20.70%.

c. Systems: APJV DBE Activities by Chris Gannon (Slides 31-33)

- i. Chris shares APJV's anticipated DBE's for their one month look ahead. This includes Dionne Construction, Bald Eagle Erectors, Moltron Builders, and other firms.
- ii. Chris shares APJV's update on change orders, which are approved thru 06/01 at \$8,390,210. Their DBE change order participation is at 21.7% and job-to-date participation is at 16.1%

d. Franklin O&M: LS Black DBE Activities by Brian Leitch (Slides 34-36)

- i. Brian Leitch shares LS Black's update on change orders, which are approved thru 5/31 at \$39,180,098. Their anticipated DBE participation is 19%, and DBE achievement to date is 20%.
- ii. Brian Leitch shares upcoming DBE activity on the Franklin project. This includes firms like Bald Eagle Erectors, Camacho Roofing, Dzeidic Caulking and more.
- iii. Question by Barb Lau: From what I am understanding, change order approval and pay time is still lagging and hanging around 80 days. Is there any solution or time for this to get better?
 - 1. Jon: I would say each issue is different as different change orders take different steps. I recall that some of the change orders were missing documents which is why things were kicked back. As far as timeline, I try to be as transparent as possible about pay cycle and process and let DBEs know who's court a pay app is in. We are also working closely with prime contractors to try and expedite payment processes.
 - 2. Brian Leitch says that LS Black has direction when dealing with payment delays and moving on with work.

5. WORKFORCE PARTICIPATION REPORTING

a. Workforce Participation Reports by Elaine (Slides 37-43)

- a. Elaine shares the Civil workforce participation percentages. They are sitting at 100,674 hours for the month of May, with 1,268,578 hours total. To date, women are at 8.17% and POCl are at 21.92%.
- b. Elaine shares the breakdown of workforce participation hours by ethnicity for Civil.
- c. Elaine shares the Civil workforce trucking participation hours. MBE is at 21,982 hours, ZTS is at 4,161 hours and Rock-On trucks is at 683 hours.
- d. Elaine shares the Systems workforce participation percentages. They are sitting at 80 hours for the month of May, with 349 hours total. To date, they are at 22.06% women and 26.07% POCl.
- e. Elaine shares the Franklin O&M workforce participation percentages. They are sitting at 7,229 hours for the month of May, with 70,207 hours total. To date, women are at 7.76% and POCl is at 23.31%
- f. Elaine shares the breakdown of workforce participation hours by ethnicity for Franklin.

b. Civil: LMJV Workforce Activities by Christa Seaberg (Slides 44-47)

- a. Christa shares LMJV's workforce activities update for June. This includes monthly SWLRT meetings, a MN construction crew hiring event, EEO/Anti-Harassment Training and much more.
- b. LMJV has upcoming stand out workforce activities for the month of July. This includes outreach planning meeting between Civil/Systems/Franklin, monthly LMJV workforce and hiring review, continuation of workforce education meetings with SWLRT/Dunwoody, and a meeting with DEED to discuss SWLRT project & workforce development.
- c. Christa shares LMJV's new hires/transfers for the month of June. They have 7 new hires (3 white males, 1 white female, 2 POCl males, 1 POCl female), and 15 new transfers (9 white males and 6 POCl males). 5 are apprentices, 5 are journeymen, 9 are foremen and 3 are in the office.
- d. Question by Ashanti: How'd you go about assessing and recruiting for these opportunities?
 - i. Christa works with a great team in Lunda. 2-3 of the people she works with are asked if there are opportunities available for people like BSC participants. Christa mentioned that she will be doing more research and says that she will provide additional information of placements rather than just numbers on hires and transfers. She did say that they don't have anyone from BSC on the project, but they are working towards making it a reality.
- e. Question by John O'Phelan: Revisiting the repetitive conversation of payment being delayed, this is frustrating to see that it seems like the issue is being

pushed aside as Barb has been respectful about this situation but enough is enough. Businesses are at risk of getting shut down. When you look at the goals this time, we are sitting at 22/8 and look back at about 9 years of hard work and outreach by unions continuing to pump out POI and women into the workforce. What I haven't seen is companies do their part. I waited since March to see change, and we tend to have union panelist discussions talk about their workforce. Big companies like Lunda and others have 20,000 hours plus of work with dismal goals. I am not impressed so far and must be straight forward about it especially with the hard work of people on this committee and community. I'm really surprised that our industry, after all this hard work, we move from 18-22 and 6-8 for improvements. I don't see a consistent long-term growth of large projects moving past a small increase after 8-10 years of hard work. It's a little depressing and I think we have a lot more work to do, and I would love to see a panelist discussion between large prime contractors and the issue comes down to the contractors. That's my comment for the day.

- i. Christa mentions in the chat that it is an industry wide problem. She hears everything that John had to say and mentions that we need to provide action solutions as a team. Not just a panel but an ongoing group to provide ideas and recruitment to provide more ideas. She mentions to keep looking as the numbers continue to increase on the project.
- ii. Brian Runzel wanted to touch on the pay app concern. He mentioned that in the last 6 pay apps, the periods have made significant progress on on-time payments. 30–35-day averages versus 60-80 day pay apps. The council has committed to improving pay app cycles and big improvements have come as a result.
- iii. Ashanti agrees with Christa that this is an industry wide issue and thus needs to be an industry wide effort to improve.

c. Systems: APJV Workforce Activities by Mike Toney (Slides 48-49)

- a. Mike shares System's contract workforce activities. This includes the following to meet their workforce goal: participation in Metro Region construction virtual hiring event in June 9th, monthly meeting with MDHR, preliminary meeting with a firm that can provide skilled and diverse workforce of outside electricians through Local 160 and more.

d. Franklin O&M: LS Black Workforce Activities by Brian Leitch (Slides 50-51)

- a. Brian Leitch shares Franklin's contract workforce activities. This includes monthly GFE meetings with MDHR, attending outreach opportunities with CBOS, on-site meeting with MDHR team for interviews and feedback form craft teams and more.

6. Presentation by the MnDOT Workforce Results and Transparency Committee (Slides 52-67)

- a. Speakers from MnDOT introduce themselves.
- b. Joseph Castillo explains the programs that MnDOT's civil rights department overlooks and the purposes for these programs.
- c. Joseph shares what the Results and Transparency Workgroup is and what they work on: comprised of a group of stakeholders that represent the true demographics of the state of Minnesota.
- d. Joseph shares the Who, When and Where of the RT workgroup meetings. These are open to the public and comprise of many different industry groups such as community organizations, contractors, government agencies, unions, tribal employment rights officers and more.
- e. Joseph shares that these meetings are held to review and monitor various projects' workforce participation goals and contractor progress towards meeting those goals. They are also to provide consultation and support to contractors and MnDOT when workforce participation goals are not met.
- f. Workforce goals are set by MDHR and they reflect a percentage of total labor hours to be performed by POCI and women on highway projects.
- g. Projects are selected if they meet the following criteria: significant employment opportunities, high dollar value, high profile and other factors.
- h. Projects are monitored in the following methods, then shares a Results and Transparency Report:
 - i. CCT collects payroll/workforce data
 - ii. CCT populates a comprehensive spreadsheet with this payroll/workforce data
 - iii. Spreadsheet is reviewed at RT meeting.
- i. Joseph shares what types of updates are provided at RT meetings by the Office of Civil Rights: Staffing/administrative updates, current events, updates on major projects, calendar of events, contractor toolkit and more.
- j. One word to summarize results and transparency is accountability "How can contractors hold subcontractors accountable?"
- k. In addition to the spreadsheet shared earlier, contract compliance provides other reports like District Averages, Workforce Plan Progress Reports, District workforce participation and Contractor workforce participation reports.
- l. Joseph shares some challenges faced: subcontractor participation, workforce participation goals (horizontal v. vertical), difficult conversations in an open forum, and external reporting capabilities.
- m. Joseph shares successes found enhanced transparency for the community, contractors having workforce conversations internally and with their subcontractors, contractors requesting compliance guidance, and contractors requesting assistance with diversification of recruitment efforts.

- n. Question by Maura from the chat: Joe and Lee, will one of you walk through our approach to 35W because of its scale and its pilot project status it would provide nice parallels for this committee which is only tracking one project.
 - i. Lee shares her screen to show their I-35W @ 94 Downtown to crosstown equity opportunities project. They have been doing outreach and attending events to recruit people to work on the project and inform them of the project, in addition to other outreach method to get the project out there. She shares the workforce plans and trainings they plan to hold in the project.
- o. Question by Ashanti: How many of those people that are from those trainings are working on the 35W@94 project?
 - i. Of the people that went through the MnDOT training programs, the goal was that they hit 56,520 hours on the project. As of July 12, marking the last 4 years, graduates of the training programs have worked 33,815 hours on the project.
 - ii. Marvin: When I listened to the training MnDOT provides I think that its awesome. I think we can find more success if we focus on a training that surrounds rubbing/clearing, potholes, guard rails, manhole covers and removals, generally things that are easy to teach. My comment would be if that was an approach, it may be more effective to hire minority owned companies to be a part of those trainings as those businesses can continue teaching the community.
- p. Question by Leslie Woyee: How long (time) will MnDOT wait to see if what you've implemented is working and/or needs tweaking?
 - i. Lee: We actually already started implementing whatever has worked on other contracts. We've taken feedback received form the 35W project and incorporated them into about 4 other projects which we try to spread out across the state. We are providing incentives for contractors to hire from local tribes.

7. ADJOURN

Next Scheduled Meeting: August 19th, 2021 from 2:00 - 4:00 pm