

Southwest LRT DBE and Workforce Advisory Committee

Thursday, September 17, 2020

2:00 – 4:00 p.m.

WEBEX MEETING

Meeting Minutes

- A) **Meeting Attendees:** Gilbert Odonkor, Eric Ampadu, Sheila Olson, Dan Peterson, Mel Reeves, Mary Schmidt, Gary Sweeney, Katy Maus, Dale Even, Yolanda McIntosh, Mike Toney, Chris Gannon, Kent Robbins, Elaine Valadez, Brianne Lucio, Jon Tao, Vince Fuller, Sam O’Connell, Ashanti Payne, Tom Scott, Gary Courtney, Cyrenthia Jordan, Mahad Omar, Derrick Ellingson and Lykahnu Lysongsteng, Collin Evenson, Jeff Salzman, Barb Lau, Julie Brekke, Barry Davies
- B) **Not Present:** Melanie (TC Rise), Summit Academy, Leslie Woyee, John O’Phelan,
- C) **Call in users:** (651-480-****), (612-741-****)

Agenda

1. Roll Call

- Tracey Jackson of OEO calls the meeting to order at 2:03PM

2. Review Meeting Minutes

- Previous meeting minutes were shared with participants.

3. SWLRT Project Update (Slides 2-3)

- Sam O’Connell introduces news of receiving the Full Funding Grant Agreement after the project office has worked on it for a long time. Sam thanks all those who were involved in making this achievement possible. The commitment is up to \$928.2 million and is capped at \$100 million per year.

4. Franklin O&M Building Modification Contract (Slides 4-14)

- Tracey Jackson introduces Met Council Personnel → Joe Johnson (Project Manager) and Colin Evenson (Principal Contract Administrator or CAR)
- Joe Johnson speaks over SWLRT Franklin Modifications Project Overview to update the attendees of the current expansions that were completed (sand bays, wash bays, etc.). Joe speaks on the 5 mechanical bays that are being expanded.
- Colin speaks on Key Construction Milestones:
 - a) July 1st, 2020 – October 1, 2021 (Substantial Completion). Colin states that the project will be fairly operational by the middle of next year. Colin believes that they are moving along nicely and on-schedule.
- Jeff Salzman introduces LS Black Personnel. He then presents on contract details. The contract value is \$38,600,000 the DBE goal is 15%, the DBE commitment is at 18.66%,

workforce 32%, POCI 20% and female 20%. LS Black has approximately 16 DBE subcontractors to date, and Jeff says that it could change as well as the project progresses

5. DBE Achievement Reporting (Slides 16-19)

- Jon Tao Presented the DBE Achievement as of July 31, 2020. LMJV is achieving 20.4% to date, APJV is achieving 0.9%, and the Franklin O&M Expansion is currently at 2.7% but we may see this number shoot up towards commitment around the Springtime (according to LS Black). Jon stated that we are meeting 18.3% overall on all our contracts averaged. Although the Civil DBE commitment is 16%, the 20.4% achievement as of July provides a cushion.

a) Civil: LMJV DBE Activities (Slides 20-23)

- Dale Even presented the LMJV change order update. They are at owner change orders approved through 08/15: \$17,707,781 and their DBE change order participation is at \$2,513,353 ; DBE change order participation is 14.2% and DBE job to date participation is at 19.9%. They provided a list of all involved DBE's on the project. They featured Pete's Water and Sewer as a featured DBE for this month's DWAC, LMJV shared that PWS's Original contract value is \$13,544,173 and that they've had an increase in change orders (+\$114,600).

b) Systems: APJV DBE Activities (Slides 24-26)

- Chris Gannon presented the APJV update. He mentioned that APJV doesn't always get access to the right-away schedule but were able to complete early work with Gunnar Electric. Gunnar started working at Hopkins, Golden Triangle, and Opus Stations and will soon be scheduled to perform work at Shady Oak by the end of October. They were able to carve out \$160,000 of additional work for the DBE. With their Change Orders, they are close to zero (-\$141) and that they have additional change order documentation that will be fully executed soon and reflected at the next DWAC. DBE change order participation is \$0.00 currently, with DBE participation 12% and DBE job to date participation at 1.01%.

c) Franklin O&M: LS Black DBE Activities (Slides 27-29)

- Jeff Salzman presented the LS Black Update. They started work in July 1st and immediately had DBE's break ground (Airfresh Industries, Bald Eagle Erectors, Go Fetsch Mechanical, Dispatch Trucking, E-CON PLACER). They provided highlights that Dispatch Trucking completed nearly 2000 tons of hauling and that Bald Eagle Erectors have placed approximately 25% of the foundation reinforcement material. They show a list of currently non-active DBE's.
- Barb Lau asked about the contract amount of the deduct under Willis Trucking and wants to know what happened in that contract. LS Black went through the process in May. LS Black explains that Willis Trucking

was unfortunately at capacity and non-responsive to taking on the subcontract. LS Black went through the process of replacing their work to Dispatch Trucking with OEO.

- Mary asks if LS Black can say more about their company, if they were local and how long have they been in business, and if they worked on other Met Council Projects. She also asks if any of the DBE's they've worked with are companies they are working with for the first time, or if they are companies they've held relationships with before. LS Black has been in business for 45 years to date. They are now a national general contractor and have become national through their federal program. They strive to provide a good customer experience regardless of the market type or geography. They locally work with schools and the cities. LS Black has 16 DBE's currently listed, and Jeff has personally worked with 5 of those DBE's so they've had history with those firms prior. The only company that Jeff believes they are new to are Rock-On-Trucks, which was brought to them through Rail Works. Otherwise, they are familiar with the other 16 listed DBE's. Jeff has worked with the Metropolitan Council before, and states that the project was great in the past

6. Workforce Participation Reporting (Slides 30-38)

- Barb Lau summarizes the AGC meeting. She wants to tell the picture of what is coming down the pipeline due to the reality of the current economy and the long-term affects that can occur on DBE's working forward. AGC just completed a survey, and according to the responses, over 60% of the respondents noted that project postponements or cancellations have been occurring since the beginning of COVID-19. Only 13% have said that projects have stayed the same with no changes. Nationally, respondents foresee furloughing or terminating up to 24 of their staff and in Minnesota the numbers are close to 47% within the next 12 months for workforce. In addition to that, there are supply chain issues that caught up with the industry. Electrical is heavily hit currently with supply chain issues. Prices have increased and items have been delayed, especially items that are manufactured out of the country. Barb states that the industry will be moving in a struggle situation as the project moves forward and wanted to note that to everyone on the call.
- Elaine provides the breakdown of Civil Workforce Participation percentages and hours as well as 3 separate reports for the Civil Project, Systems Project and Franklin O&M project and will provide each prime an opportunity to discuss workforce. As of July 2020, they are at 63,742 hours and the current Civil Construction Total is 651,471 hours. She showed a pie chart that shows the representation of hours worked by category based on race. For hours worked by category, there is approximately 71% by white men, 7% by white women, 3% by POCI women, 19% by POCI men and close to 0% (76 hours) by unspecified. Elaine displayed Civil Workforce Participation Cumulative data via a line chart. She states that total women hours to date are at 51,019 hours, total POCI hours

to date are at 137,289 hours. Elaine reported on Civil Workforce Participation of Trucking on the project to date. MBE is at 14,986 hours, ZTS is at 2,984 hours and Rock-On-Trucks is at 436 hours.

- Brianne Lucio speaks on the Civil Workforce Participation Disaggregated Percentages pie charts. From project to date vs July 2020, there has been an increase in participation for African American individuals on the project. They have also seen a slight increase in the Asian Community as well. They are steadily increasing moving forward.
- Elaine shared the Systems Workforce Participation Percentage hours. They have completed 173 hours in July 2020. Elaine shared that for Franklin O&M Workforce Participation Percentage hours, they are at 680 hours as of July 2020.
- **Civil: LMJV Workforce Activities (Slides 39-41)**
 - a) Yolanda shares the Workforce activities for LMJV. They held a LMJV Tour with Building Strong Communities on August 10th and held Mock Interviews with Goodwill/Easter Seals MN on August 28, 2020. Yolanda mentioned that there were 8 total participants. There are 8 white male, 1 white female, 6 POCI male and 0 POCI female new hires at LMJV. They are still increasing/creeping on participation slowly. She mentions that this is only reflective of LMJV, Lunda and CS McCrossan new hires. Yolanda also mentions that they have a new hire that will be at the next DWAC meeting.
- **Systems: APJV Workforce Activities (Slides 42-43)**
 - a) Mike Toney presents APJV's DBE activities. He shared that APJV Craft Labor will not begin until December 2020. They've held meetings with Local 292 and Local 160. They've worked to identify opportunities to increase POCI and women participation on the project. They've held meetings with Local 49 Operating Engineers. They've held a meeting with Ramsey County Workforce. They are scheduling to meet with Building Strong Communities Cohort in September. They've reinforced workforce goals with subcontractors.
- **Franklin O&M: LS Black Workforce Activities (Slides 44-45)**
 - a) Derek Ellingson introduces LS Black's DBE activities. He states that they are working on improving their workforce activities process and received feedback from the leadership of the committee that they need to level up and that they are making sure to get to the point where they need to be moving forward. They plan to meet the workforce goal. They are currently working with executive leadership team and director of field operations to identify BIPOC hiring opportunities. They are discussing candidates with Vincent Fuller – workforce development at Metropolitan Council. They are scheduling meetings with North Central States Regional Council of Carpenters and Metropolitan Local 563 to identify BIPOC hiring opportunities.
 - b) Jon Tao asks that since their contract is about a year long and that construction season is winding down, are LS Black anticipating a Spring Hiring effort? Especially since this project has a short window. He states that it is an

opportunity for the people on the committee to help LS Black find resources to meet the goal.

- Derek mentions that he is appreciative of any assistance that they can get and that they will continue to do whatever they can do to do better. They are identifying opportunities for Spring ramp up and is talking to the HR director to find ways to get more involved. They are requesting for any information that could be helpful to LS Black to be sent to them so they can add quality people to their staffing. They will continue to hire people that suit their needs and are striving to the goals that they committed to.
- c) Barb Lau brings up a quote “With all of these people unemployed, you think we’d do a better job on meeting our goals”. She cautions them about the comment that was made because Prime Contractors needs to post jobs that they can hire people into. They need to be cognizant of the industry they work in, the union parameters and whatever that can affect their workforce. LS Black appreciates the feedback and agrees with what Barb has said.
 - Barry mentioned that the benches are doing pretty good and are completing any work that is on the books. He stated that he hasn’t heard anything that has made him change his feelings about 2021. He states that as soon as the projects are currently going are completed, it may be a different story.
 - Salima Khakoo mentioned that with the thought process of being intentional with transfers, how can we be more intentional with POCI and women in employment and opportunities.

7. Franklin O&M DBE Site Visit (Slides 46-47)

- Tracey speaks on the DBE site visits completed in August. OEO was able to conduct 1 DBE site visit with Go Fetsch Mechanical. Salima shared that MDHR conducted 7 workforce interviews: 6 males, 1 female, 3 white, 4 POCI and 3 companies.
- Gilbert wanted to commend MHDR about the routine visits, and states that it gives DBE’s the opportunity to independently share what they’re ongoing experiences are like. He stated that it would help form discussion topics for future DWAC’s.

8. Building Strong Communities Update (slides 48-49)

- Vincent Fuller shares the Building Strong Communities September Update. He states that they have 12 placements, and that they are looking to get an assignment for sheet metal. They have a diverse breakdown of Ethnicity of apprentices and close to 50/50 split of genders of apprentices.
- They are following up with apprentices with assignments for up to a year. They have random check-ins in addition to the structured check-ins they have in place. They are actively tracking everything to see what they can improve on the project and help it continue to grow. They look forward to getting together to work with LS Black. They

have exchanged names and numbers immediately after their last meeting and are looking forward to helping LS Black achieve their goals.

- Jon Tao asks if they are planning their next round of Building Strong Communities.
 - a) Vincent says they are putting things together to hopefully continue this next year and prepare them to be ready to go and explore trades to get hired for the next season.
- Jon also asks why there is attrition, what's going on with the folks who have faced barriers or challenges that they couldn't overcome?
 - a) Vincent states that they will continue with them. They will continue to work with those that don't get employment this year in the following year like they would with new cohorts.
- Gilbert asks if the current pictures are graduates.
 - a) Vincent states that it is a random group of people. Some have been hired and some are looking for jobs.
- Sheila Olson asks if they take individuals they are working with in between the cohort halt period and if they are doing anything to place them in a non-union position out there to get them exposure/experience then re-introduce them to the union connection for an apprenticeship.
 - a) Vincent stated that they have not. He states that most of the people have employment and are staying on their current jobs while looking for current opportunities. Vincent says that only 1 individual who has experience that is looking for a job currently.
 - b) Gary mentions that these apprentices must establish their own non-union connections on their own since they are not in a position to be able to assist and support them to do so.

9. Closing (51-52)

- **Next Scheduled Meeting: October 15, 2020 from 2:00 - 4:00 pm**
- Agenda topics:
 - a) Aaron Koski collaboration with CBO's and Unions. He will give an update for the work group
 - b) What's happening with the promotion of women and people of color in unions.

10. Adjourned at 3:28PM.

Messages on the Chat:

from Schm1Mar to everyone: 2:35 PM

Can I ask a question to LS

from Schm1Mar to everyone: 2:37 PM

I'll ask Jeff two questions

from Tracey Jackson to everyone: 2:45 PM

https://www.agc.org/sites/default/files/Files/Communications/2020_Workforce_Survey_National.pdf

from Tracey Jackson to everyone: 2:45 PM

https://www.agc.org/sites/default/files/Files/Communications/2020_Workforce_Survey_Minnesota.pdf

from Schm1Mar to everyone: 2:47 PM

Thanks for the links!

from Barb Lau to everyone: 2:48 PM

Additionally the Minneapolis Fed Survey is valuable information.

<https://www.minneapolisfed.org/events/2020/regional-economic-conditions-construction-industry-survey>