

Southwest LRT DBE & Workforce Advisory Committee

Thursday, June 18, 2020

2:00pm - 4:00pm

WEBEX MEETING

Meeting Minutes

Meeting Attendees: Tracey Jackson, Salima Khakoo, Aaron Koski, Ashanti Payne, Barb Lau, Barry Davies, Brianne Lucio, Chair Charlie Zelle, Charlotta Prestine, Christopher Gannon, Cyrenthia Jordan, Dale Even, Elaine Valadez, Jeff Heimerl, John O’Phelan, Julie Brekke, Jenny Winkelaar, Kathleen Maus, Kent Robbins, Kim Maher, Council Member Lynnea Atlas-Ingebretson, Mike Toney, Melanie Williams, Norma Miller, Noah Pratt, Mahad Omar, Peter Grafstrom, Gilbert Odonkor, Sheila Olson, Sean Skibbie, Katie Moss, Yolanda McIntosh, Kent Robbins, Jon Tao, Sam O’Connell, Vince Fuller, Jason George, Bri Sislo-Schutta, Council Member Kris Ferguson, Mary Schmidt, Mel Reeves

1. Call to Order

- a. Tracey Jackson, OEO, called the meeting to order at 2:03pm. Tracey Jackson invited and welcomed Charles Zelle to the meeting. Salima Khakoo took roll call for the meeting.

2. Review Meeting Minutes

- a. The minutes were approved at 2:18 PM.

3. SWLRT Project Update (slides 3-9)

- a. The SWLRT project is helping businesses start to reopen. One example includes creating more pizza space for Pizza Luce allowing businesses to revive as they begin to reopen. Sam O’Connell, SPO, walked the committee through the project overview. O’Connell shared how the Outreach team is working with property owners as they are beginning to reopen to on-site customers. O’Connell shared some of the most visible project accomplishments throughout the corridor. Work is being done at the Golden Triangle Station to envision what it may look like in the future. Work is being done at the LRT Tunnel at TH 62, Minnetonka to see where waterproofing, walls, and structures are getting along. Work is being done at the LRT Bridge Pier Table Construction at Excelsior Boulevard, Hopkins and see where the bridge is supported over long distances. Work is being done at Southerly Connector Freight Bridge Near Louisiana Avenue, St. Louis Park; one component is a connector so that it can continue South. Work is being done at the LRT Bridge at Royalston Avenue, Minneapolis to allow trains to continue

eastward. O'Connell paused for questions and said she would reply to them in the chat.

4. DBE Achievement Reporting (slides 10-12)

- a. As of April 30, 2020, achievements for construction contract. Civil Contract is at 16% goal and is 20.15% to date. Systems contract/APJV is at 12% goal, currently at 0.65%. Closed Contracts has a 17% goal, and 18.42% to date. Overall goal is 15%, and 18.91% to date.
- b. Achievements of the Civil DBE Payments are 16% and were met in October 2019. They are currently around 20.15% in April 2020.

5. LMJV: Civil DBE Activities Update (slides 13-15)

- a. Jon Tao shared that the Civil Contract DBE Achievement as of April 30th is 20.15%
- b. The change order participation and DBE participation is on the rise so they can be at or above the goal. Dale Even, LMJV, also shared the anticipated DBEs on the project. Even held for questions. Kent Robbins asked if they were at full employment. Even said they were at 80-100% capacity for employment but the number fluctuates.

6. APJV: Systems DBE Activities Update (slides 16-17)

- a. The Systems Contract DBE Achievement as of April 30th is 0.65%
- b. Chris Gannon shared that currently they do not have staff in the field and they are focused on pre-construction activities. The APJVs field work is scheduled to start in December of 2020. Gannon shared which DBEs are currently active on the project, and which DBEs are not currently active. Gannon held for questions. Barb Lau asked if this is a complete list or if there will be additions to the contract? Gannon said that there are still additions being made as negotiations are still in the works.

7. Workforce Participation Report (slides 18-23)

- a. Elaine Valadez, MNDHR, shared the LMJV Workforce Participation data from April 2020 and for the project to date. The data shows that in April 2020 Valadez shared that the trend for workforce participation for women has been at a steady 6-7%. MNDHR is in communication with the LMJV to ensure that they are focusing their hiring on improving their participation. Valadez shared the trend for participation for POCI and added how it has been slowly improving and is now at 20.58%. Valadez shared the report that shares the workforce participation for each subcontractor. Valadez is encouraging LMJV to work with subcontractors that are not meeting the workforce goal. Kent Robbins asked why there is a lack of information from some subcontractors? Valadez added that some subcontractors are subcontractors of subcontractors. John O'Phelan shared that in one year the workforce participation for POCI has increased by 3%

and the workforce participation has remained stagnant. Councilmember Ferguson shared asked if the LMJV was going to meet the goal? Dale Even added that they are committed to reaching that goal, but he can't guarantee if they will. There was a discussion on the ability of smaller construction companies' abilities to hire a new workforce right now due to the lack of work in the industry as a result of COVID-19.

8. LMJV: Civil Workforce Activities Update (slides 24-25)

- a. Yolanda McIntosh, LMJV, shared that there have been 41 new hires for LMJV. McIntosh walked the committee through the SWLRT DWAC Hiring Summary sheet, which shares who is being hired, their trade, and their experience. She wanted people to understand that not all employee referrals are white males hiring white males. She also shared that they are having their first virtual career fair. In addition to the career fair, they will be hosting their annual EEO training. Shelia Olson asked if it would ever be beneficial to have a panel with a new participants in the industry? McIntosh appreciated the valid comment, but she is hoping that those who are new in the industry are working. Olson shared that they have provided a stipend for people to sit on the panel in order to provide that perspective to prospective hires. They are hoping to add more subcontractors in the future but are hoping to keep the time at an hour and fifteen minutes for attention spans.

9. APJV: Systems Workforce Activities Update (slides 26-27)

- a. Local 292 and Local 160 are to help out on projects to meet workforce goals. A CPM schedule was submitted to the Metropolitan Council for approval. A labor plan on how work will be performed will be coming out in July. A meeting with Local 160 will also be conducted to discuss how to increase participation from women and people of color.
- b. On providing disaggregated data from MDHR; the data has been collected and will be shared with the Transportation Committee on Monday, June 22, 2020.

10. Building Strong Communities Program Update (slides 28-30)

- a. There are 32 current participants, and operating works and iron workers have presented their training. There are currently limits on the number of trainees during visits due to current COVID-19 circumstances. Virtual classrooms were also held which facilitated great participation with 32 individuals.

11. Union Workforce Discussion (slides 31-36)

- a. John O'Phelan gave a brief overview on Union Trades and explained that there are about 8-10 trades with SWLRT, from engineers to electricians, that license trades and specialty trades. Some companies have to call Union halls to get trade applications from folks. For unlicensed trades, an individual can apply and get a

job versus licensed trades where the company has to call the Union Hall to get a job.

- b. The Union panel consisted of Barry Davies (Iron Workers Local 512), Kim Maher (Laborers Local 563), Noah Pratt (Carpenters District Council), Jeff Heimerl (Electricians Local 292), Jason George (Operators Local 49), and Jenny Winkelaar (Operators Local 49).
- c. Barry Davies set structural steel on stations and dealt with iron bars. Highway heavy has not been affected as much, and vertical has been slower. Kim Maher has not been able to attend a lot of career fairs or attend high schools to recruit due to COVID-19. Some individuals have found it more difficult to return to work due to unemployment benefits being higher than normal. Noah Pratt discussed the business representative for pile drivers that do foundation work on bridges, and carpenters for substructure and superstructure. COVID-19 has also affected the highway's horizontal side less than the vertical side. COVID-19 has also made it more difficult to recruit in group events. They currently have 5 females and 15 people of color. Jeff Heimerl deals with providing power for anything related to light and heat. Most work is inside construction, which has been slowed by 18% in man hours since COVID-19 back in March 2020. There are efforts to reach out to minorities and intent on keeping in contact with Minneapolis Public High Schools. Jeff Heimerl had a partnership with MNDOT and a 5-week course to do safety training to give people the basic tools they need. Weekly apprentice talks are held as well for a Q&A. Jason George has equipment and infrastructure built by their people. They represent members in the public sector. They have more than 150 members that work for Metropolitan Council operating wastewater facilities. COVID-19 has not had as much of an impact due to the diverse amount of industries they are involved in. Next year may be more difficult because of COVID-19 due to budget constraints. They are investing dollars and time in support of programs for people finding pathways into union. Jenny Winkelaar is also a member of Operating Engineers Local 49, and has more diversity in the sectors that they work in. Some members, particularly tribal partnerships, have been more hard-hit than others. For example, reservations have been closed, impacting workers' ability to engage due to the high-risk factors. Operators Local 49 is also starting their recruiting process as early as middle school for this career path, because students in high school might already have a set career path in mind.

There is a closed book system that does not allow electricians to solicit their work to other employers. Members operate hundreds of pieces of equipment and must find the right person to employ.

- d. There is interest in having a subcommittee. To help identify people or women of color, a contractor will call and talk to dispatcher Ryan, and will let them know requested skills. Some instances may require OSHA 10 and more. Job creation was also discussed as community groups should provide new opportunities and jobs to go to.

12. Adjourn

- a. The meeting was adjourned at 4:19pm.