

Southwest LRT DBE & Workforce Advisory Committee

Thursday, July 16, 2020

2:00pm - 4:00pm

WEBEX MEETING

Meeting Minutes

Meeting Attendees: Tracey Jackson (co-chair), Salima Khakoo (co-chair), Barry Davies, Gilbert Odonkor, Keith Baker, Sheila Olson, Julie Brekke, Maura Brown, Leslie Woyee, John O'Phelan, Mary Schmidt, Barb Lau, Katy Maus, Dale Even, Yolanda McIntosh, Christopher Gannon, Mike Toney, Kent Robbins, Elaine Valadez, Brianne Lucio, , Jon Tao, Ashanti Payne, Brian Runzel, Aaron Koski, Gary Courtney, Vince Fuller, Norma Miller, Mahad Omar, Charlotta Prestine, Sam O'Connell, Mel Reeves, and Cy Jordan

Agenda

1. Call to Order

- Tracey Jackson, OEO, called the meeting to order at 2:04pm.

2. Review Meeting Minutes

- The previous minutes were presented. The minutes were approved.

3. SWLRT Project Update (Slides 3-13)

- Sam O'Connell introduced the construction updates. The LRT Bridge is being constructed at the westmost station in Eden Prairie. Construction at the East Section of TH 62 Tunnel in Eden Prairie is being done. Opus Station in Minnetonka is being constructed. Downtown Hopkins station is being constructed. Work is being done at the pedestrian and bike trail at the pedestrian tunnel at Louisiana Station in St. Louis Park. On Hwy 100, construction is being completed and which cars can drive underneath of. At Cedar Lake Channel Bridge, preparation for track installation will go over the channel. By Glenwood, retaining walls are being put in place. Another LRT bridge is being built at Royalston Ave, Minneapolis, on which the Metro Transit building can be seen in the background. Light Rail Vehicles 301, 302, and 303 have been delivered. Light Rail Vehicles 304 and 305 will be arriving late fall or early winter this year.

4. DBE Achievement Reporting (Slides 14-16)

- Jon Tao introduced the DBE achievement reporting as of May 31. The DBE contracts column has been moved for better readability and can also be found in the progress report for the Civil and Systems contract. For achievement, the Civil Contract is steady at 20.15% and the Systems Contract is a minor uptick at 0.58%. Overall, the DBE percentage to date is 18.44%. Data disaggregation was requested and to

- complement the sharing of workforce data, the council has chosen to share the DBE contractor diversity for the construction contracts. This does not cover all the subcontractors, but only women and people of color for the DBE program. The progress reports are for the Civil's and System's respective contracts.
- Barb Lau asked if the data disaggregation piece was just for DBE business contracts. Jon Tao clarified that the data in this slide was just for business contracts, and not workforce.

a) Civil: LMJV DBE Activities (Slides 17-19)

- Dale Even presented the status of where change orders are to date, and the status of DBE participation in those change orders. The participation rate is currently 14.8%, with the goal being 16%. The one month look ahead for anticipated DBEs has not significantly changed.
- Leslie Woyee with City of Minneapolis questioned whether the data was through the end of May or through the end of June. Dale responded that the change orders are summarized at the end of the billing period which is the 15th of each month, which is when the data becomes available. Dale confirmed that the data is overall for the end of May.

b) Systems: APJV DBE Activities (Slides 20-22)

- Chris Gannon explained that last month, the earliest construction work was expected to begin in December 2020. This marks when they get access to the railroad right of way. Approval was received to begin work ahead of time on July 10, starting at the Hopkins station. Change orders are at a negative amount of -\$158,331 dollars through five change orders, but the DBEs' participation has not decreased. This will change throughout the life of the project.
- Barb Lau said that the change orders were negative because they were approved and do not include DBE participation. There is intention for future change orders to increase this amount. DBE participation is also low because official access to right of way is not until December 2020. Overall, it is great news that Gunnar Electric (DBE) is already on site and has the approval to start work before December 2020.

5. Workforce Participation Reporting (Slides 23-27)

- Elaine Valadez reported that there are 46,404 hours for May 2020, with the construction total being 474,393 hours. Pie chart data was showed by categories of 72.8% White Men, 0.1% Unspecified, 7.2% White Women, 2.7% POCI Women, and 16.2% POCI Men. Tracey Jackson also explained that OEO reports data. OEO was previously asked to share the disaggregated workforce data. Since then, OEO has shared the data to workforce council and leadership, and now with the DWAC. Data

is given to Metropolitan Council and MDHR through LCP tracker. Salima Khakoo said that a specific task force is looking for disparate impact to communities of color. Looking at disaggregated data, or data by race, is used to see if people of color are given opportunities. It is also used to see who is working in the field by race and ethnicity, and to ensure outreach efforts, like at construction fairs, are giving all communities the change of getting into the pipeline.

- Brianne Lucero presented the data as broken down. There is 0.3% nonspecified, 1.7% multicultural, 1.7% Native American, 9.1% Hispanic/Latino, 3.9% Asian, 4.0% black, and 79.3% white. Mary Schmidt asked if this data was based on a headcount or hours of work performed? Salima responded saying it shows a total of hours worked by race. Salima said that even though they report this as hours, they could look into sorting by “number of people” since they have the data.
- Elaine also shared tracking participation to date with MBE at 13,123 hours, ZTS at 2,550 hours, Rock-On Trucks, Inc. at 426 hours. This is not only trucking hours performed on the job but counts on the project site, too.

a) Civil: LMJV DBE Activities (Slides 28-30)

- Yolanda McIntosh shared that LMJV is hosting their first virtual career fair in conjunction with Urban League Twin Cities on Wednesday, July 29. A draft flyer was shown to visualize what will take place. The virtual construction career fair will be held on Zoom. They are expecting strong participation for this career fair because of current unemployment rates. There are 14 total new hires for LMJV, being 6 white male, 2 white female, 6 POCI male, and 0 POCI female. They want more work and projects to continue increasing workforce efforts. Salima mentioned that 8 out of 14 are protected classes, indicating a good sign.

b) Systems: APJV DBE Activities (Slides 31-32)

- Mike Toney said Gunnar Electric started in conjunction with Civil work to put communication boxes into the ceiling last week. Meetings are scheduled with Local 292 and Local 160 to meet business managers, trainers, and to begin outreach efforts for the spring. They are also identifying opportunities to increase POCI and women participation on the project.

6. Contractor Workforce Participation Accountability (Slides 33-37)

- Salima started by looking at the climate of employment right now. She stated that there is an overall unemployment in Minneapolis of 12% and it varies from 9-12% in the larger market of all areas. The labor market is specifically impacting people of color. People of color are more impacted by the Twin Cities labor market than anywhere else since they are focused around the Twin Cities. Within Minnesota

communities of color, the number of unemployment insurance applications are 1 in 3. The construction field has people of color currently working, at 28% POCI and about 8% women. In light of the overall rough economic climate for POCI and opportunity of the 35W project coming to an end, Salima asked to see who people are seeking to hire by trade and be able to review/present that data to the advisory to give it to LMJV to use as an opportunity for hiring and a way for the unions to identify people on the bench who may be ready for work. Tracey exclaimed that they are excited to have an updated workforce plan from LMJV after shifting into a cost loaded schedule for the contract.

- Yolanda mentioned that 35W@94 is a joint venture project but is not set up with joint venture employees. They want to be careful because the transfer from 35W project to SWLRT Civil will only come from Lunda of that joint venture with Ames/Shaffer; with the exceptions to subs. Elaine asked how the joint venture is going to address sub-contractors when providing commitments. It is important that everyone on the project contributes to workforce goals. Dale Even said that they are understanding where they are at with participation and what their hiring needs are. Ashanti Payne exclaimed that identifying the funding source at a level that is appropriate will be a part of the challenge, along with being inventiveness and creativity. He also stated that MnDOT receives funding for recruiting and training workforce where Council does not. Julie Brekke concluded that there are good statistics on OJT, and the request to identify hiring needs at a projected rate out and strategy. Sub-contractors are not having hiring needs and do not want to miss opportunity.

7. Building Strong Communities Working Group Update (Slide 38)

- There was a proposal to create a working group. Aaron Koski shared a video from Building Strong Communities program showed a video. Barry summarized that the video is overview of hurdles that Building Strong Communities program has faced, such as the COVID-19 pandemic, skyrocketing unemployment, tragic death of George Floyd and civil unrest. Invitations will be sent to community organizations on the call and to potentially others to try on how to better gather all ideas, and to increase opportunities for underrepresented communities.

8. Adjourn

- The meeting was adjourned at 3:23pm.

Next Scheduled Meeting: August 20, 2020 from 2:00pm – 4:00pm