



MEETING NOTES
Labor-Management Community Oversight Committee (LMCOC)
 Columbia Boulevard Wastewater Treatment Plant STEP

Meeting 31

Monday, April 24, 2023, 1:00 p.m. to 3:00 p.m.

Location: On-line

1. Attendance

LMCOC Members	Owner: Dawn Uchiyama
	Contractor: Jim Studer
	CBO: Roland Chlapowski, Charles Manigo
	Unions: Nate Stokes, Twauna Hennessee
	Employers: Molly Washington, Dr. J.W. Matt Hennessee
Alternates	Unions: Anjanette Banuelos Bolanos, Melvin Norman, Aaron Strong
	Employers: Michael Martin
	City: Muriel Gueissaz-Teufel
Staff	Contractor: Eric Johanson, Adam Correia, Jason Regnier, Lyle Perry, Andre' Baugh
	City: Angela Pack, Paula Wendorf, Mac Mahoney
Facilitation	Team: Lisa Beutler, Laurie Allen

2. Meeting Action Items

#	Item	Owner	Timeframe
1.	Draft metric KPI's on KIWC subcontractor payments to ensure subs are paid in a timely manner per contract requirements.	Eric Johanson	Next Meeting
2.	Communicate B2G payment submission requirement to KIWC subs and ensure KIWC subs confirm KIWC payment information in the COP B2G program.	Eric Johanson	Next Meeting
3.	Provide assistance to Western Rebar in securing female worker for STEP. Eric to meet with sub week of 04/24/2023 to learn sub's challenges.	Eric Johanson	Next Meeting
4.	Update craft needs on KIWC histogram and redistribute to union business agents.	Eric Johanson	Next Meeting
5.	Provide a copy of documentation received from a union hall that indicates the hall cannot fulfill a dispatch request for STEP.	Angela Pack	Next Meeting
6.	Create Dispatch Process Flow Chart to reflect the pre-apprenticeship, apprentice, dispatch work assignment timeline and process	Andre' Baugh	Spring-Summer 2023
7.	Meet with Christensen and Platinum to get pipefitters and electricians on the worker project dispatch forecasting list.	Eric Johanson	Next Meeting
8.	Think about a conference presentation strategy as means to bring attention to opportunities within	All	On-going

communities to attract candidates to apprenticeships for job placement opportunities		
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3. Order of Business

Log-in, Roll Call, (2.) Welcome and Greetings, (3.) Agenda and Action Item Review

- Attendees confirmed by LMCOC Facilitator, a quorum is present.

Reviewed status of the action items from the prior meeting.

#	Item	Owner	Timeframe	Status
1.	Discuss Angela Pack's questions regarding NWI updates in a sidebar conversation.	Eric Johanson	April meeting	Completed
2.	Provide details on the conferences to Lisa for distribution to the LMCOC.	All	This week	On-going
3.	Add William Struck from the UBC Local 503 to future LMCOC meeting invitations.	Lisa Beutler	This week	Completed
4.	Confirm with the unions that dispatch personnel understand the participation requirements of STEP.	Eric Johanson	March meeting	All trades are aware
5.	Follow-up with the building trades to verify contact information to include on the union list.	Nate Stokes	March meeting (Held over till April)	Completed
6.	Adjust forecast/look-ahead reports to be more comprehensive when forecasting upcoming expenditures.	Eric Johanson, Adam Correia	March meeting	Included in March presentation
7.	Andre' Baugh to follow-up with Nathaniel Hartley regarding KIWC's track record contracting with black-owned firms.	Lisa Beutler	March meeting	Andre' met with Nathaniel on 03/29/2023
8.	Provide follow-up to Nate Stokes' inquiry on how Glacier is going to meet apprenticeship goal without being certified training agents.	Eric Johanson	Held over till April meeting	Scheduled
9.	Hold discussion on protocol for contractor apprenticeship and minority worker submission.	Facilitator	Future Agenda Item	Scheduled
10.	Follow-up with Kelly Haines regarding Harder Mechanical's efforts to meet CBA goals.	Eric Johanson	Held over till April meeting	In-progress

4. Consent Calendar

- February and March 2023 meeting minutes adopted without objection.
- Membership Roster Affirmed

Members

Representative Group	Member 1	Member 2
Owner:	Dawn Uchiyama (Chair)	Kathleen Brenes-Morua
Project Contractor:	James Studer	Rajasegaran Ponniah
Construction Trade Unions:	Nathan Stokes	Twauna Hennessee
Employers:	J.W. Matt Hennessee	Molly Washington
CBOs:	Roland Chlapowski	Charles Manigo
Alternates		
Representative Group	Alternate(s) for Member 1	Alternate(s) for Member 2
City	Muriel Gueissaz-Teufel	
Project Contractor	Devanta Black	
Construction Trade Unions	Anjanette Banuelos Bolanos	Melvin Norman, Aaron Strong
Employers	Michael Martin	Nathaniel Hartley
CBOs:		

5. CBWTP STEP CM/GC Reporting

- Project Update

Projects underway include:

- o Micro pile installation in SOFA
- o Formwork and rebar in RAPU
- o Pipe welding for TUSI
- o CSM in east yard for non-process buildings
- o Concrete pour ML pipe encasement SECL

- Community Contracting**

STEP Workforce Compliance through 03/26/2023

Total hours worked to date	206,442
Number of Craft to date	612

- With Percentages*

Minority workforce by hours (Goal: 22%)	74,357	36%
Caucasian workforce by hours	132,085	64%
Women workforce by hours (Goal: 6%)	28,753	14%
Male workforce by hours	177,689	86%
Apprentice workforce by hours (Goal 20%)	45,580	
Minority apprentice	23,010	50%
Caucasian apprentice	22,570	50%
Female apprentice	11,000	23.15%
Male apprentice	35,000	76.85%

- Workforce Ethnicity (Breakdown)*

Hispanic	39,626	19%
African American	19,441	9%
Other Non-White	12,477	6%
Asian	573	<1%
Native American	2,241	1%
Caucasian	132,085	64%

- Paid to Date by Certification (See attachment A – list of acronyms):*

Total D/M/W/ESB/SDVBE Paid to Date	\$11,651,000
DBE/MBE	\$9,775,163
DBE/MBE/WBE	\$40,100
DBE/WBE	\$1,041,263
SDVBE	\$59,700
ESB	\$101,133
MBE	\$200,542
WBE	\$482,476

• **Contract Value by Certification:**

Total D/M/W/ESB/SDVBE Contracted Value	\$83,962,000
DBE/MBE	\$34,205,086
DBE/MBE/WBE	\$1,732,300
DBE/WBE	\$19,760,025
ESB	\$530,213
MBE	\$15,594,511
WBE	\$12,080,165
SDVBE	\$59,700

Based on KIWC’s COBID 6-month forecast for the period of May – October 2023, KIWC anticipates monthly payouts to COBID firms to be in excess of \$25M by October 2023.

• **Community Workforce**

- Hard construction costs paid to KIWC is \$70,162,000 through March 2023. KIWC has paid \$11,651,000 to the COBID market and COBID hard construction costs in March 2023 were \$15.4M.

See meeting handouts for subcontractor status.

Workforce Improvements

Platinum Industrial through 02/26/2023

Total hours worked to date	5,694	
Number of Craft to date	26	
Minority workforce by hours (Goal: 22%)	170	3%
Caucasian workforce by hours	5,524	97%
Women workforce by hours (Goal: 6%)	877	15%
Male workforce by hours	4,817	85%
Apprentice workforce by hours (Goal 20%)	1,667	
Minority apprentice	0	0%
Caucasian apprentice	1,667	100%
Female apprentice	667	18.3%
Male apprentice	1,000	81.7%

Through 03/26/2023

Total hours worked to date	7,336	
Number of Craft to date	30	
Minority workforce by hours (Goal: 22%)	413	6%
Caucasian workforce by hours	6,923	94%
Women workforce by hours (Goal: 6%)	1,053	14%
Male workforce by hours	6,283	86%
Apprentice workforce by hours (Goal 20%)	2,017	
Minority apprentice	0	0%
Caucasian apprentice	2,017	100%
Female apprentice	17	23.85%
Male apprentice	2,000	76.15%

DISCUSSIONS/QUESTIONS/COMMENTS:

C/Q. The KIWC team has done a great job and the LMCOC has verbally high fived them on performance. **The question** relates to the metric. How quickly are the contractors getting paid by KIWC? We understand people are waiting to get paid for three to four months. Is this a metric for KIWC?

A. This is a concern and there has been a big focus on this in the last six weeks. KIWC had a problem with two of NWI’s billings which resulted in late payments by KIWC to NWI. With a project this size, there are a lot of internal checks and balances to get firms paid. KIWC has done a lot of work to streamline BES’ invoice review and approval process to make it as smooth as possible to ensure KIWC is paid on time and BES has been doing fine with that. The issue has been getting KIWC’s sub payment disbursement process turned around. From the date KIWC is paid, their contractors are to be paid within the next seven days, including the COBID firms; not just the big contract values.

Q. Is that in place now or being set up?

A. It is in place now.

Q. When thinking about best practices and things of that nature, is KIWC considering using this as a metric to add to their presentation? As the LMCOC encourages people to consider STEP and work with KIWC and have the opportunity, this would be another reason why KIWC should include this information.

A. Yes, KIWC can put together some ideas and run it by Muriel Gueissaz-Teufel then discuss with the group. It is a great metric to track.

C(s). BES is tracking how long it takes the City to pay KIWC. The City has worked with KIWC to get a plan in place to get the billings into the City review and payment out to the subs in a timely manner. Subs are to confirm payments in B2G but if they do not confirm in B2G, the City will not know the status or timing of the payment. NWI should have notified the City if the payment was late.

C. There may be a need to better communicate to the subs that they need to go into B2G to confirm or notify the City if they are paid or still awaiting payment.

CBWTP COBID 6-Months Paid Forecast May-October 2023

A lot of firms will be starting work on STEP in the next six months. Alcantar & Assoc. will be placing concrete foundations in May and June. McDonald Excavating continues to do work on site. NWI is finishing up their contract. Pacific Mark will start at the slough once the ground improvements are

completed. River City Northwest has a lot of work they are doing now. Standridge continues to do work. Rodriguez is working on paintings and coatings. Western Rebar has a lot of work to do with the clarifier steel, slab on grade, walls, SOFA. Zavala has an entire RAPU structure to build.

DISCUSSIONS/QUESTIONS/COMMENTS:

Q. With the upcoming work for May and June, do you have any forecasting for workforce needs?

A. There is a need to go back and check the histogram for craft needs. This will be updated, and the revised document forwarded to all of the union business agents. KIWC is going to need carpenters soon.

Q. Regarding Western Rebar, is there anybody who can help her with ironworker female participation? They have work but need a female. Eric will reach out to her and call the Local Ironworkers Hall. Western Rebar is non-union which is an issue.

Q. What is the status of the contract for aggregate supply and also the demo of the SLPR building?

A KIWC is moving forward on the aggregate contract, will confirm and follow-up in a future meeting. KIWC has not executed the contract for the demo of the SLPR and Solo structure. That work is not scheduled till 2025. KIWC will wait till closer to commencement to get market price and put out to bid.

6. CBWTP STEP Procurements

a. Recently Awarded Contracts

Sub	Procurement Type	Scope of Work
Armadillo Boring	Type 1	SOFA – Directional Boring
H2i Group	Type 1	SOFA – Casework and Countertops
NW Flooring Solutions	Type 1	Resilient Flooring – Process Bldg.
I&H Construction – COBID	Type 1	Storage Tent Setup/Erection
Flat Cab Transport – COBID	Type 1	Craft Transportation to Site

b. Outreach Efforts

KIWC has participated in the following community organization and networking meetings:

OAME	03/01/2023 and 04/28/2023	Attended, networked, and provided update on STEP
PBDG	04/19/2023	Attended, networked, and provided update on STEP
NAMC	03/01/2023 and 05/03/2023	Attended, networked and provided update on CBWTP
POIC	04/06/2023	Sponsored work connections event, networked and provided update on STEP
Oregon Tradeswomen	05/03/2023	Upcoming site visit tour for new cohort to explore the various construction trades

7. Other Items and Issues

How Subcontractors get Connected with STEP

- KIWC has created a dedicated website to provide a general overview of STEP and upcoming scope specific bid packages. The website can be found at <https://www.kiewit.com/business-with-us/opportunities/columbia-boulevard-project>
- Opportunities can also be found through Building Connected at <https://app.buildingconnected.com/create-account>
- KIWC representatives to contact include:
 - Adam Correia e/Adam.Correia@kiewit.com p/971.500.1790
 - Lyle Perry e/Lyle.Perry@kiewit.com p/360.314.3741

RISE Up Update

Last NWO training held 03/22/2023

- Trained 5 KIWC staff
- Trained 4 BES/City of Portland staff

Future Trainings:

- NWO is set for 05/17/2023, will have at least 4-6 COP staff in attendance
- Management is set for 06/16/2023

Trained-to-Date:

- KIWC: 142 NWO trainings completed, 35 management, 6 Train-the-Trainers
- Subcontractors/BES: 73 NWO trainings completed, 7 management, 2 Train-the-Trainers

8. How to Request and Retain Non-traditional Workforce

Andre' Baugh, in response to an LMCOC request from a prior meeting, provided a presentation on the process for apprenticeship for both union and non-union workforce. Highlights included:

Plan Your Work

Every firm should plan their work and plan their workforce. Ask, How many workers do you need? How many apprentices, females, minorities do you need to meet the contract requirements?

This applies to all projects, not just STEP. Contractors need to plan the work because in today's environment, workers in construction are at a premium as are apprentices, minorities, and females. They are all at a premium. It does not matter if you are union or non-union.

Communicate

If a form is used, utilize a form similar to the City of Portland Worker Request Form for projects subject to the Workforce Training & Hiring Program. KIWC has their own form. Regardless of which form is used, it is important to tell your workforce provider what you need. The unions, non-union, NWCC, all need to know what your dispatch request entails. Let them know what the project is and what it requires. Tell the workforce provider how many people you need and the anticipated duration. Submit the request in writing not via a phone call. Provide the details and find out when the person will be available. It is important to submit requests in writing, advise what the contract requirements are and be sure to get a response. The fact that a project has a contract requirement separates it from the rest of the dispatch requests. If a project has a federal requirement, that separates it even more. It is important to get the request in as early as possible and to resubmit the request monthly if the need is ongoing. Do not submit a dispatch request once and leave it, continue the communication.

The other thing to think about is the JAT standards. The JATC (Joint Apprenticeship Training Committees) standards have exemptions if a contractor has contractual requirements. What it means is if you tell people, you are under a regional workforce agreement such as a CBA or PLA, that is a contractual requirement. The JATC's, union and non-union, have the ability to allow a person to skip the line to get you the person you need. Some JATC's have approved piercing the list, some have not, so ask.

Candidates are responding to who has work and who has long-term work. As an employer, think about a retention plan. If you are only hiring workers for a three-month position remember another employer may be able to offer another for a longer-term project with the same pay scale. How can you as an employer provide longevity? This means a continuation of work so that you are not only meeting the current goal but a goal of keeping the apprentice, woman, or minority working through reassignment to future projects. If you let them go, there may not be one available the next time you need them which could mean you would not meet the contractual requirement.

Consider these seven overarching strategies to achieve your goals:

7 Steps for Workforce Apprenticeship & Diversity

- Step 1* – Go to the union hall and state-registered apprenticeship programs. Tell them who, what, when, where, why you have requirements.
- Step 2* – Participate in job fairs, attend outreach events to recruit women, people of color and disadvantaged workers. Make your company available and visible to potential candidates. If someone does not know who you are, candidates may go elsewhere.
- Step 3* – Work with local, state-certified per-apprenticeship programs or community-based organizations to make yourself visible. Get the word out and generate interest in not only your trade but your company. Many pre-apprenticeship programs are not that familiar if they are just looking at the construction industry. They definitely will not know your company if you do not make them aware. Promote your industry by expanding the pool.
- Step 4* - Job site visits are important and help people understand what it takes to be on the job site.
- Step 5* – Sign the “Safe From Jobsite Culture Pledge”, demonstrating the contractor’s commitment to fostering a positive work environment and addressing jobsite culture.
- Step 6* - Subsite culture. In today’s market, it is important to be a good employer, even more today than yesterday. People have choices, especially women and minorities. In some cases, there have been a lot of issues in Portland with women and minorities. Having your job site seen as one that is acceptable, people want to go to, that reputation that “yes” it is a job site that respects people with a job site culture such as RISE Up training, are sites people are more willing to go to. Your EEO Policy reinforces the job site culture and ensures all employees know what the EEO Policy is – that it is not just a company requirement but something that the company believes in, deploys to all employees and all are aware of the policy, not just the CEO.
- Step 7* – Build mentorships within your organization. Are there individuals within your company who can help the new apprentices, women, and minorities be successful on the project? Connecting workers if there are issues around support services, connecting to the community organizations about support services, so that those individuals are productive on your project but also that they have support services available if they need them to be

successful is crucial. You want them to be successful as do the workforce providers, unions and non-unions, community organizations,

DISCUSSION/QUESTIONS/COMMENTS:

C. From a union perspective, getting as much forecast as possible is great. The recently started pre-apprenticeship program at the IBEW has its focus right there. A request was made internally to be prepared for 300-400 apprentices and the need is real and necessary. If the forecasted dispatch request is sent as early as possible and projections for as far out as the requestor can go from 60 days out to five years, that would be greatly appreciated. The IBEW wants to be able to provide the workers.

C. It is very important to have forecasting in advance and to see it on paper for women and people of color. It helps to open up the apprenticeship and get people out on the job sites.

C. Local 701 just completed apprenticeship interviews last week. We are forecasting out on projects and want to have a high retention rate. We do not want to bring people in just to say we have plenty of apprentices. Our objective is for them to be successful through the program and to ensure we have the jobs for them to complete the program and be successful journey workers. Those long forecast projects are ones we are looking at as that shows us how many apprentices we need to bring into the program.

C. The Laborer's Union is trying to find ways to better serve its members and contractors. The forecasting and job notifications are a great resource. Another useful tool is the Job Separation Form which we ask all of our contractors to complete so if there is an issue, it can be addressed (i.e. transportation, punctuality, etc.). It is beneficial to every time a new subcontractor is brought on to either inform Local 737 they are coming on board, or set up a pre-job meeting with the Union and them to help them with project required participation numbers.

C. It is discouraging when companies hire a person and only need them for a specific job to fulfil an apprenticeship requirement. It is important to train the apprentice in a meaningful role and not just have them on site sweeping or something.

Q. With regard to a contractor submitting a monthly request, in what context would a contractor be following up monthly for the workforce request?

A. Every contractor should be making a request in writing every month to remind the workforce provider (union or NWCC) that the need still if the request has not been filled. Any request for workforce should be in writing – it can be resubmitted, or a new form can be submitted monthly. It is a requirement for the City of Portland, Multnomah County, the federal government. It is also a good practice.

Q. I've heard people say 60 days is the minimum amount of time they want to see the job and workforce requests submitted. Is that the average minimum or is there another timeframe?

A. Sixty days is the minimum only because there is no availability of workers and contractors are trying to get ahead of that.

At the IBEW, 60 days is the minimum given that the entry-level position is material handler and that is not what is being requested for STEP. These workers need to be registered apprentices. The Local 48 pre-apprenticeship program is a two-month program, comes with very little compensation, and a lot of dedication. They want 18-20 people in the class to have quality applicants. Even when they go

through the IBEW program, pre-apprentices must still meet the minimum requirements so there is leg work for the IBEW to do to provide a quality apprentice.

Q. Does the IBEW direct-entry folks into the program if they meet the minimum requirements? As you get requests in for workers, and you are looking at the halls and apprenticeship program or pre-apprenticeship program, how do these pieces all fit together to allow the contractors to meet the requirements? What if the contractors go to their communities and find people (i.e., go to the tribes for a full Native workforce) and find them and get their training agents and get them registered with NWCC? How does one get a person from their community on to a particular project?

A. The IBEW direct entry is the pre-apprenticeship program. They do not just find individuals from anywhere; these individuals are people who already applied for the apprenticeship program but did not get the rank number required to enter the program anytime soon. We reach out to these individuals to let them know we have an opportunity for them to be a part of our pre-apprenticeship program. If they are on a rank list already, then they have already met the minimum requirements of being an apprentice.

C. NW Carpenters has a pre-apprenticeship program that has direct entry into their apprenticeship program as well. They also have direct entry for some of the other pre-apprenticeship programs such as Constructing Hope, PYB, the Bridge program, Oregon Tradeswomen. They have also worked with POIC, so have that partnership to get apprentices into the program.

C. The Operators are the same way. They have a direct entry from the pre-apprenticeship programs Twauna Hennessey (NW Carpenters) listed. They do not have their own pre-apprenticeship program like some of the other trades do but do have a pre-apprenticeship once they go through the apprenticeship application and score high enough to qualify for admission to the training center for a month to be trained on different pieces of equipment. They do not want someone to get on a \$1M piece of equipment that does not have some sort of idea how to operate it prior to going to a job site. There is also direct entry. They have utilized it on multiple projects requiring female apprentices but were short. They went through and went into that direct entry, and when completed training, pulled out and they were placed on the job site.

C. Local 737 does not have a pre-apprenticeship program but does partner with all of the pre-apprenticeship programs in the area. They also have "direct apply" to the program which is similar to direct entry. They have the opportunity to come into and join the program but are still interviewed to ensure they are aware of what we do with the vast variety of scopes of work. The steps taken are: 1) direct apply, 2) interview, 3) rank scores, and then 4) dispatch out onto projects once they have completed their basic certifications to be able to go into the workforce.

C. If KIWC could come to Local 48Trust (apprenticeship program) and present and share its forecast needs that would be helpful. As a recommendation to Charles Manigo, it was suggested that all pre-apprenticeship programs come and present as well – present their program(s) what they have to offer and ask what needs to be done to have a direct entry with the IBEW. The only program IBEW works with currently is the Oregon Tradeswomen. Rapport needs to be created and the time is now.

It was suggest KIWC come and see it and sit in front of the boards to tell them who they are and what they have to offer.

C. KIWC or any other contractor can send the Workforce Form. The COP gets these when a contractor is awarded a project. These forms include the start date and contains the number of people needed. This is a valuable resource if you are trying to track your stats. The Workforce Request Form should contain the title, duration of the project and if the subcontractor is requesting diversity and/or minority participation. This form is sent out once a month. The COP requires contractors to utilize this

to provide proof that they are requesting workers. When you are getting something back from the halls, Angela Pack has asked contractors to track when they cannot pierce the list. This should be tracked as that happens more often than believed. Someone also needs to track these apprentices dispatched out on the projects to determine if they are being utilized or been discharged or left. Angela has seen where there is a quick turnaround, and no one is following through to see where they go. You can only ask the contractor to do so much. You should know where the apprentices go, who they go with, what the duration is, etc. It is easy to get an estimated number of hours from the workforce plan and you should be able to get estimated hours from the pre-bids listening to the prime contractors talk about their project needs. When they are bidding on the project, they are required to provide an estimate of trades and hours.

C. People on the Local 701 Out of Work list are on it because they are out of work. The Operators union does not hold people back. Apprentices are not asked to sit and wait for the next job because it has requirements. That is not how dispatch works. When a contractor calls and puts in a request for a project, their job is to get apprentices to work, wherever it is to get the hours. That is when apprentices are reviewed to see if they meet the requirements for the job. There are a lot of big projects on the horizon such as Bull Run and the Burnside Bridge etc. Local 701 sees it on their side and are doing their part to get ready.

C. A lot has to do with relationships and communication. We work with KIWC and when there is a project coming up, they have been good about coming to us beforehand and saying this is what is needed which helps the pre-apprenticeships be successful in supplying folks due to the forecasting. They work hard to get the people on the Out of Work lists to work.

C. When contractors mark specific needs on the list, these are not just skill needs. When the contractor specifies the need for a minority, indigenous, apprentice, female, non-binary; the more information the contractor includes, the more successful the union can be for both the contractor and the apprentices. We want members and contractors to be successful. The more information included on the dispatch requests and separation lists, the better.

Even if the contractor seeking the female or minority workforce is not union, they do not necessarily have to be union to utilize the union membership. It is handled on a case-by-case basis. If a contractor needs those services and cannot fulfil them, Local 737 is able to fulfil those apprentices. They will stay union members and the contractor can get those apprentices from the union and would be paying into that. There are special circumstances for that.

C. If there is additional information that would be helpful which is not already included on the City's form, please let Angela or Paula Wendorf know. They can get the form updated to be more inclusive and better reflect the contractors' needs.

Q. (Series)

- What is the chain of events to get the wanted workforce on the project onto the project?
- What is the timeline if someone wants to bring in someone from their community?
- What does the process look like to get from pre-apprenticeship to apprentice and on the job?
- How far in advance does a person who has no engagement need to be engaged?
- Is it possible to map it out and see how long a person has to wait?

A. The team will develop a Process Map is an action item.

C. Local 737 does recruitment by the demographic area, keeping the application process open year-round. They interview every Tuesday and upon selection are given first class training(Gencon 1) before getting dispatched out. They do not bring people in if work needs to slow down as they do not

want to bring people in and give them false hope of being sent out to work soon. Ideally within two months of attending Gencon 1, workers will be assigned to work as soon as possible. The local covers the whole state and actively work in areas where they know people need to be ready for projects (i.e. I-5 Corridor, etc.) They work within the community collaborating with non-profits, pre-apprenticeship programs, and community groups to recruit. The Local 737 team listens to learn what the needs are and how they can serve the communities.

C. For the Carpenter's Union, as far as the apprentices go, they have an easier route. They do a call out by name. If you have anyone you know that wants to be an apprentice, if they are on a work list and a call comes in requesting an African female with certain skills – have open call for Melvin will send reps out to go look for them. If they do not get it by then, the contractor can go on the streets and find who they need. The steps include going through Mix 2020, try three times, and then can go out. The stipulation is the applicant must become a union member within eight days.

C. Muriel noted it sounds like we are talking about something broader than the project level. And asked, "What are we going to do with all of this information so that it does not get lost, or should we be having this conversation with others? I want to ensure we have the right audience."

C. As the group has been looking at numbers on the site, a lot of this conversation has been around problem-solving. One of our goals for today was to set the stage for the conversation about obtaining the desired workforce and to create some shared understanding. The needs and responses are not exactly the same for everyone. Today was a larger conversation about what it takes to achieve shared goals.

C. To Muriel's point, in two days Andre' will be working on another project. They have 100 individuals coming to address this very problem on a specific project. They need to figure out how to get women and minorities working. It is also addressing some systemic issues as the project has 3.5 years to go. This is really a global problem. There is an unprecedented demand. In 29 years, Andre' has not seen this much work sitting on the table with contractors saying they need x number of workers within a certain timeframe. This problem is not confined to government projects, it applies to private projects too.

C. Thank you, I appreciate the conversation. This is where I have a lot of heartburn. This is a group to put it together as a whole. This group can figure out what our real needs are. Thank you Andre,' for setting this up and to the group for your thoughtfulness.

9. Outreach Support

Mac Mahoney mentioned there are a lot of other groups that he sits in on thinking about similar things and encouraged the group to speak with them.

KIWC had no needs related to outreach. Eric will meet with Christensen and Platinum to get pipefitter and electricians on the list. Look for this from him in next week or two.

10. Member Announcements and Updates

Aaron Strong: Thank you, appreciate today's conversation.

Anjanet Banuelos Bolanos: Thank you, appreciate everyone listening to what I have to say. If anyone has any questions, feel free to reach out to her directly.

Jim Studer: Happy to listen to the conversation and learn some things going forward with his involvement with the Bull Run project. Trying to learn some things and get ahead of some of these issues he will be facing.

Michael Martin: Thanks for the information and the input that everyone brought to the meeting. Learned a lot and looking forward to the next meeting.

Molly Washington: NAMC's next in-person meeting is next week; email her for the information. Enjoyed today's conversation today as well, appreciates everyone providing information and Andre's efforts.

Nate Stokes: Always enjoy this meeting, can't say this about all meetings. We have contractors on board who want to do the right thing and KIWC is one of those contractors. High-road contracting is a big thing and how we get things done.

Roland Chlapowski: Enjoyed the conversation and appreciates the way Lisa runs the meeting; thank you for that. He is starting the labor market analysis for the I-5 Bridge project. It will take a little bit, but the effort is underway and he looks forward to participating in Andre's event on Wednesday.

Melvin Norman: Another good meeting. Angela was mentioning keeping apprentices in retention. He has always had a dream the contractors would have an apprenticeship coordinator to monitor the apprentices on the job instead of putting that responsibility back on the unions. His group is trying to form a committee of retirees every month for the first 6 months. Once the apprentice journeys out, the group will try to pair them with a mentor who can track them for the next three years. This is something that is definitely needed.

Twauna Hennessee: Thank you for the conversation and comments today.

Angela Pack: This was a great meeting. We covered a lot and hope we do come together and complete this mission.

KIWC: Thank you for the great collaboration as usual.

Muriel Gueissaz-Teufel: KIWC has been doing RISE UP training as part of the CBA. It is a unique situation where CBWTP is an industrial work zone with a lot of labor and craft on site. BES sent two supervisors to the training and the COP sending more to training so will they will have more staff from the City attending; including from the C/M side so that overall the workplace is a respectful one. Thank you everyone for a really good conversation.

Mac Mahoney: Nothing to add. If anyone needs resources, feel free to let him know and he will pull it together.

11. Next Steps. Next Meeting

An Action Item for the full group is to bring attention to the needs and create opportunities within the communities to attract candidates for the apprenticeship. The group should also think about a conference strategy as people are going out and speaking about the things we should be talking about.

12. Closing Comments

Dawn Uchiyama noted that, as always, she appreciates the energy in the room and all the good thinking. She appreciates Lisa's comments that this is a highly functional group and does want to call

out that we will probably have opportunities to bring this work into bigger spaces. As most know, there will be a transitional time in City government. Commissioner Mapps is pulling together the PWB, PBOT, and BES as a Public Works service area. They are exploring how to gain efficiency and bring all services together in a meaningful and effective way. Thank to everyone for your time and energy knowing this is for the future of our City and workforces.

Meeting adjourned @ 2:49 p.m.

Attachment A - List of Acronyms

BES	Bureau of Environmental Services (City of Portland)
BOLI	Bureau of Labor and Industries
CBA	Community Benefits Agreement
CBWTP	Columbia Boulevard Wastewater Treatment Plant
CM	Construction Management
COBID	Certification Office for Business Inclusion and Diversity [Used in describing certification status – as in COBID subcontractor or COBID vendor numbers]
COEP	Community Opportunities and Enhancements Program
COP	City of Portland
DBE	Disadvantaged Business Enterprise
DC	Design Changes
DEQ	Oregon Department of Environmental Quality
D/M/W/ESB	Disadvantaged, Minority, Women, and Emerging Small Business
EPA	U.S. Environmental Protection Agency
ESB	Emerging Small Business
GC	General Contractor
GMP	Guaranteed Maximum Price or Lump Sum
GMP (#)	GMP followed by a number refers to a project key phase/deliverable* GMP1 and 2 will be combined and noted as “construction” once GMP2 is approved
JATC	Joint Apprenticeship and Training Committee
KIWC	Kiewit Infrastructure West Co.
LMCOC	Labor Management Community Oversight Committee
MAO	Mutual Agreement and Order
MAWE	Metropolitan Alliance for Workforce Equity
MB/DE	Minority Business/Disabled Enterprise
MBE	Minority Business Enterprise
MGD	Million gallons per day
MOU	Memorandum of Understanding
NTP	Notice to Proceed
NWO	New Worker Orientation
OAME	Oregon Association of Minority Entrepreneurs
OCIP	Owner Controlled Insurance Program
ODOT	Oregon Department of Transportation
ONAC	Oregon Native American Chamber
OTW	Oregon Tradeswomen
PATP	Pre-Apprenticeship Training Program
POIC	Portland Opportunities industrialization Center
PSU	Portland State University
PYB	Portland Youth Builders
RWEA	Regional Workforce Equity Agreement
STEP	Secondary Treatment Expansion Program
SUB	Subcontractor
WBE	Woman Business Enterprise

WFTH	Workforce Training and Hiring
WWTP	Wastewater Treatment Plant