



MEETING NOTES
Labor-Management Community Oversight Committee (LMCOC)
 Columbia Boulevard Wastewater Treatment Plant STEP
Meeting 29

Monday, February 27, 2023, 1:50 p.m. to 2:07 p.m.

Location: On-line

Attendance

LMCOC Members	Owner:	Dawn Uchiyama
	Contractor:	Jim Studer
	CBO:	Roland Chlapowski, Charles Manigo
	Unions:	Nathan Stokes
	Employers:	Molly Washington
Alternates	Contractor:	Rajasegaran Ponniah
	Unions:	Anjanet Banuelos Bolanos
	Employers:	Nathaniel Hartley, Leanna Petrone, PBDG
Staff	City:	Muriel Gueissaz-Teufel, Angela Pack, Mac Mahoney
	Contractor:	Adam Correia, Andre' Baugh, Eric Johanson, Jason Regnier
Facilitation	Team:	Lisa Beutler, Laurie Allen

Meeting Action Items

#	Item	Owner	Timeframe
1.	Confirm with the unions that dispatch personnel understand the participation requirements of STEP.	Eric Johanson	March meeting
2.	Follow-up with the building trades to verify contact information to include on the union list.	Nate Stokes	March meeting
3.	Include the STEP Construction Management/ Inspection (CMI) team in upcoming RISE Up training.	Adam Correia	TBD
4.	Adjust forecast/look-ahead reports to be more comprehensive when forecasting upcoming expenditures.	Eric Johanson, Adam Correia	March meeting
5.	Andre' Baugh to follow-up with Nathaniel Hartley regarding KIWC's track record contracting with black-owned firms.	Lisa Beutler	March meeting

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.

#	Item	Owner	Timeframe	Status
1.	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 March meeting	Nate has offered to have discussions with Glacier. Eric will assist.
3.	Compile a list of questions for the upcoming agenda item regarding contractors and Union Hall dispatch of apprentices and minority workers.	Molly Washington	January meeting	Completed
4.	Follow-up with Kelly Haines regarding Harder Mechanical's efforts to meet CBA goals.	Eric Johanson	Held over till March meeting	Eric and Kelly have not met yet.

Eric Johanson and Nate Stokes have been discussing workforce requests and challenges dispatch can encounter when requests come in. IUOE 701 can pierce the list per trade. If ever KIWC has a trade that cannot fill a workforce request, they have the option to call one of the pre-apprenticeship groups as they may be able to recommend someone who wants to accumulate hours towards their apprenticeship by bringing them on board as an assistant or helper. Not all unions have this pre-apprenticeship application framework, but it is definitely worth consideration.

Discussion/Question/Comments:

- C. Andre' sent a list of programs which allow the list to be pierced. Everyone should have this basic information which also includes comments on how to work with the unions. Lisa sent this out shortly after the January meeting, please let her know if you would like another copy.
- C. Anjanet Banuelos Bolanos is the Business Manager for Laborers' International Union of North America (LIUNA) Local 737. Their union does not have a creative apprenticeship program within their apprenticeship, but they do work with the state and provide access. Generally, if bringing in carpenter helpers who are doing the work LIUNA performs, Local 737 has workers who can fill these positions.
- C. Angela Pack believes this has been previously discussed. It is her understanding that when the Prime contractor talks with the unions, the unions commit to helping contractors meet the program requirements. This may not be related to people who do the dispatching.
- Q. Has KIWC gone back to the unions to confirm their dispatch folks understand the participation requirements of STEP?
- A. Eric will follow-up with the unions and report back to the LMCOC.
- Q. In relation to logistics and millwrights, if folks can bring in pre-apprentices as an introductory position, do these workers still have to go through the application process? Asking the question because some apprentices have rolling classes.

- A. If a dispatch request is submitted for millwrights, they would ask the pre-apprenticeship programs if they have anyone interested in getting hours under millwright. KIWC could hire the worker, and the hours could be counted towards the apprenticeship program.
- C. It would be helpful to know which of the unions allow the list to be pierced. Who would the contact person be if the LMCOC has questions or issues? This would be great to include in the flow chart.
- Q. If these are requirements for STEP dispatching, for Local 737 this would not be too much of an issue. However, if an applicant is waiting to get on the list, does it really benefit the community and worker if the applicant is not receiving pension benefits?
- C. Nate Stokes mentioned the list and contact and will follow-up with the building trades, results of his efforts should be forthcoming shortly.

a. Consent Calendar

- The January 2023 meeting minutes were adopted without objection.

Membership Roster

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	Leanna Petrone	Nathaniel Hartley
CBOs:		

CBWTP STEP CM/GC Reporting

- Project Update
 - Projects underway include:
 - CSM for ground improvements
 - SOFA excavation/demolition
 - RAPU excavation
 - Scaffolding setup in tunnels
 - Drilling in SOFA
 - ML trench work in SECL 9

a. Community Contracting

STEP Workforce Compliance through 01/29/2023

Total hours worked to date	184,939
Number of Craft to date	550

- *With Percentages*

Minority workforce by hours (Goal: 22%)	68,367	37%
Caucasian workforce by hours	116,572	63%

Women workforce by hours (Goal: 6%)	26,633	14%
Male workforce by hours	158,307	86%
Apprentice workforce by hours (Goal 20%)	41,449	
Minority apprentice	21,493	52%
Caucasian apprentice	19,956	48%
Female apprentice	9,000	22.4%
Male apprentice	32,000	77.6%

- *Workforce Ethnicity (Breakdown)*

Hispanic	35,983	20%
African American	18,393	10%
Other Non-White	11,487	6%
Asian	541	<1%
Native American	1,963	1%
Caucasian	116,572	63%

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

Total D/M/W/ESB/SDVBE Paid to Date	\$10,482,000
DBE/MBE	\$8,291,451
DBE/MBE/WBE	\$37,901
DBE/WBE	\$947,912
SDVBE	\$59,700
ESB	\$100,370
MBE	\$165,227
WBE	\$451,196

- *Contract Value by Certification:*

Total D/M/W/ESB/SDVBE Contracted Value	\$82,956,000
DBE/MBE	\$24,417,217
DBE/MBE/WBE	\$3,795,507
DBE/WBE	\$15,274,895
ESB	\$1,530,213
MBE	\$17,907,935
WBE	\$19,970,533
SDVBE	\$59,700

b. Community Workforce

- Hard construction costs paid to KIWC to date is \$55.1M. Currently KIWC has paid \$10.4M to the COBID market and COBID hard construction costs in January 2023 were \$11.7M.

Discussion/Questions/Comments:

Q. How does KIWC inform subcontractors of minority participation on STEP?

A. As KIWC prepares to execute contracts with their subs, the contracts are reviewed by Angela Pack. She verifies the document indicates the sub's plan to meet workforce and minority participation goals. As part of the orientation/introduction to STEP, KIWC meets with the contractors in a pre-work meeting to discuss safety performance, quality control, and workforce performance expectations.

Q. Are second-tier subs included in the pre-work meeting?

A. KIWC does not include second-tier subs. When KIWC holds weekly update meetings with the major subs, they will ask the contractors to invite the second-tier subs to the meeting.

C. Molly Washington wants to ensure second-tier subs are aware they can go direct to KIWC for assistance in meeting contract requirements. Eric Johanson feels this is a good idea. KIWC had a kick-off meeting with Pacificmark and concurs it would be very good to have their sub-tier attend the kick-off meeting; this will help establish a relationship with KIWC too.

C. Angela Pack addresses requirements with subs up front.

Q. Is there any concern with first-tier subs meeting the goals?

A. Not necessarily based on monthly meetings and reviews. Any deviations are addressed by the City within the month when they meet with the subs.

Q. Does breach revert to the first-tier sub if a second-tier sub does not meet the goals?

A. There is accountability for the entire system, and it is tracked. There is teamwork all around between the City, Prime, and subs.

See meeting handouts for subcontractor status.

6. STEP Procurements

a. Upcoming Bid Packages

Scope of Work	Procurement Type
Maintenance/Storage Tent Setup	Type 1 (< \$150k)
SOFA Auger Boring	Type 2 (\$150k - \$300k)

Recently Awarded Contracts

Sub	Procurement Type	Scope of Work
S&D Ironworks	Type 1	Boiler System Fabrication
Ness Campbell	Type 1	Crane Rigging
Fred Shearer & Sons	Type 3	Drywall, Framing
JRT Mechanical	Type 3	Plumbing
McDonald Excavating	Type 2	Hauling of Spoils

c. Outreach Efforts

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

OAME	01/27/2023 + 02/27/2023	<ul style="list-style-type: none"> Attended, networked, and provided update on STEP
PBDG	01/18/2023 + 02/15/2023	<ul style="list-style-type: none"> Attended, networked, and provided update on STEP
NAMC	02/09/2023	<ul style="list-style-type: none"> Met with Molly and Ryan with McDonald excavating to discuss potential future opportunities on STEP and other local KIWC projects

Latino Built	10/19/2022	<ul style="list-style-type: none"> Attended, networked, and provided update on STEP
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Another Oregon Tradeswomen Site Tour was held February 8, 2023. Twenty-one students and two trainers attended. Students were able to ask questions of a recent graduate from the Oregon Tradeswomen who is working on STEP.

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 01/19/2023

- Trained 8 KIWC staff
- Trained 16 KIWC craft

Future Trainings:

- NWO is set for approximately 03/21/2023
- Management is set for approximately 03/15/2023

Trained-to-Date:

- KIWC: 142 NWO trainings completed, 16 management, 6 Train-the-Trainers
- Subcontractors: 53 NWO trainings completed, 3 management, 2 Train-the-Trainers

C. KIWC is talking further with Muriel to determine best approach to include BES staff in future RISE Up trainings. Muriel believes we need to keep in mind that the Construction Management/Inspection (CMI) team needs to participate in the RISE Up training.

Workforce Improvements

Northwest Infrastructure through 01/28/2023

Total hours worked to date	12,930	
Number of Craft to date	23	
Minority workforce by hours (Goal: 22%)	8,340	65%
Caucasian workforce by hours	4,590	35%
Women workforce by hours (Goal: 6%)	622	5%
Male workforce by hours	12,308	95%
Apprentice workforce by hours (Goal 20%)	4,483	
Minority apprentice	2,500	56%
Caucasian apprentice	1,983	44%
Female apprentice	1,000	13.25%

Male apprentice	4,000	86.75%
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COBID Highlights

McDonald Excavating Through 01/31/2023

Total hours worked to date		1,917
Number of Craft to date		37
Minority workforce by hours (Goal: 22%)	466	24%
Caucasian workforce by hours	1,452	76%
Women workforce by hours (Goal: 6%)	294	15%
Male workforce by hours	1,623	85%
Apprentice workforce by hours (Goal 20%)		455
Minority apprentice	141	31%
Caucasian apprentice	315	69%
Female apprentice	294	64.62%
Male apprentice	161	35.38%

Muriel noted that BES is expecting to see larger invoices and expenditures on the project. Muriel asked KIWC how this will affect the numbers as we move into the next months. BES would like to see tighter forecasts for project expenditures. KIWC agreed to adjust their forecast/lookahead reports to be more comprehensive when forecasting upcoming expenditures.

8. Outreach Support

Muriel welcomes comments from folks who visit the STEP website.

9. Member Announcements and Updates

Roland Chlapowski: Roland is from Work Systems; taking on the construction sector from Kelly Haines.

Nate Hartley: Would like to know how KIWC is doing regarding black-owned contractor participation? KIWC's breakdown is shown in their reporting. Lisa indicated she would ask Andre' to check in with Nate.

Leanna Petrone: Please reach out to her if there is a call to action regarding finding contractors to provide particular scopes of work or if additional minority participation is needed. She enjoys negotiating with PBDG members and agencies to ensure more minority participation can be made from the contractor standpoint.

Molly Washington: NAMC has a general meeting on Wednesday at 3:30. It will be held at Lloyd Center, 2nd floor in the old Champions space.

Anjanet Banuelos Bolanos: Appreciates the invite to be on the LMCOC. She would like to see attendees include their firm/agency with their name.

Muriel Gueissaz-Teufel: Always learns something and looks forward to Laurie's notes. Thank you KIWC for always coming prepared and holding constructive conversations. Thank you also to the new committee members.

Closing Comments

Dawn Uchiyama (Chair): Thank you, Lisa, for keeping the group organized and on task and thank you everyone for your participation, I learn something new at every meeting. I do want to acknowledge that BES had a labor strike at the beginning of February; learned a lot. There is a much greater appreciation for the work that happens at the CBWTP and STEP in general. Thank you to everyone for your patience and learning. While the City is still waiting for the final agreement to be signed, I am looking forward to building stronger teams in the months ahead with union employees and contractors.

Future Meeting Agenda Items

1. Oregon State Professor on Female Employment Studies
2. Hold discussion on protocol for contractor apprenticeship and minority worker submission.

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&2 will be combined and noted as "construction" once GMP2 approved
JATC	Joint Apprenticeship and Training Committee
KIWC	Kiewit Infrastructure West Co.
LIUNA	Laborers' International Union of North America
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