



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

**Meeting 23**

Monday, July 25, 2022, 1:00 p.m. to 3:00 p.m.

**Location:** On-line

**Attendance:**

<b>LMCOC Members</b>	<b>Owner:</b> Dawn Uchiyama, Kathleen Brenes-Morua
	<b>Contractor:</b> Rajasegaran Ponniah
	<b>CBO:</b> Charles Manigo
	<b>Unions:</b> Nathan Stokes, Twauna Hennessee
	<b>Employers:</b> Molly Washington,
<b>Alternates</b>	<b>Owner:</b> Muriel Gueissaz-Teufel
	<b>Contractor:</b> Devanta Black
	<b>Unions:</b> Melvin Norman, Sheldon Wormly, Aaron Strong
	<b>CBO:</b>
	<b>Employers:</b> Nathaniel Hartley
<b>Staff</b>	<b>City:</b> Mac Mahoney, Angela Pack,
	<b>Contractor:</b> Eric Johanson, Jason Regier, Adam Correia, Andre' Baugh, Kaia Myers
<b>Facilitation Team</b>	Lisa Beutler, Laurie Allen
<b>Guests</b>	

**July 2022 New Action Items**

#	Item	Owner	Timeframe
1.	Update/revise PowerPoint sheet related to Projected COBID amount = \$79 Million, projected amount going to COBID market for both GMP 1&2 combined.	Adam Correia, Eric Johanson	07/25/2022
2.	Compile data to reflect the number of people the reported hours represent for presentation to the LMCOC	Eric Johanson, Andre' Baugh	September Meeting
3.	Coordinate workshop with the contractor, unions and pre-apprenticeships to discuss the areas as a whole, where they may have difficulty meeting WF needs.	Andre' Baugh and Lisa Beutler	October Meeting

**Order of Business**

**1. Log-in, Roll Call, Welcome and Greetings, Agenda Review**

- Attendees confirmed by LMCOC Facilitator, a quorum is present

**2. Agenda and Action Item Review**

#	Item	Owner	Timeframe	Status
1.	Future Agenda Item: Discuss how the capacity of the Oregon Tradeswomen can be increased to continue the RISE Up NWO and refresher training sessions.	Devanta Black	Upcoming Meeting	In progress
2.	Planning an in-person LMCOC meeting at the CBWTP for October 2022	Project Team	October 22	In Progress
3.	Attend City Council meeting for presentation of GMP2.	Members	August 24, 2022	-

### 3. Consent Calendar

- a. Update to Charter Member List

#### Members

Representative Group	Member 1	Member 2
Owner:	Dawn Uchiyama, (Chair)	Kathleen Brenes-Morua
Project Contractor:	Kent Boden	Rajasegaran Ponniah
Construction Trade Unions:	Nathan Stokes	Twauna Hennessee
Employers:	J.W. Matt Hennessee	Molly Washington
CBOs:	Kelly Haines	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	Sheldon Wormly	Aaron B. Strong, Melvin Norman
Employers	Nathaniel Hartley	
CBOs		

#### Project Team

City of Portland	Angela Pack, Mac Mahoney
Contractor	Andre' Baugh, Bill Mariucci
Facilitation Team	Lisa Beutler (Stantec), Laurie Allen (Stantec/ACMS)

- b. May and June Meeting Notes

**Action: Consent Calendar - Adopted without objection.**

### 4. Project Update

#### a. Current STEP Craft:

- KIWC Craft – 25
- Subcontractor Craft – 18
- Projects underway include:
  - SOFA area preparation, NWI canopy demolition
  - Mass excavation and dewatering SECL

- MASU electrical installations and demolition
- NWI mass excavation SECL-10
- Filtrate mechanical work in SLPR
- Concrete pour in Ring Beam SECL-9
- Rebar inspection in Ring Beam
- Jet grouting SOE in DC 16 area

**b. Upcoming Procurements GMP 2**

GMP 2 Bid Package Schedule

- 100% design documents delivered to BES 06/24/2022
- GMP2 100% estimate package sent to BES 07/22/2022
- Anticipated NTP for GMP2 is 09/06/2022

**c. Demographic Projections for GMP2 Workforce**

- Expected KIWC Craft Hours:
  - 362,000, does not include subcontractor hours, will include in next month’s report
- Expected Hours for KIWC Apprenticeship, Minority, Women Workforce:
  - KIWC Apprenticeship hours = 72,400
  - KIWC Minority hours = 79,640
  - KIWC Women hours = 21,720
- Projected Amounts for DBE, MBE, WBE, ESB:
  - DBE: Approx. \$ 21.5 Million
  - MBE: Approx. \$15 Million
  - WBE: Approx. \$16.3 Million
  - ESB: Approx. \$ 1.1 Million
- Procurement Plan for GMP1+2 Combined Highlights:
  - Estimated COBID = 22.2%
  - Projected COBID amount = \$79 Million, projected amount going to COBID market for both GMP 1&2 combined.

**d. Recently Awarded Procurements GMP 1**

Sub	Procurement Type	Scope of Work
The Rodriguez Corp. - COBID	Type 1	DC 15 - Roofing

**e. Process for 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](mailto:e/Adam.Correia@kiewit.com) p/971.500.1790
  - Lyle Perry [e/Lyle.Perry@kiewit.com](mailto:e/Lyle.Perry@kiewit.com) p/360.314.3741

**f. COBID Highlights – GMP 1 Future Work 2022**

McDonald Excavating (through 07/02/2022)

- Total Hours Worked: 815
- Number of Craft to Date: 23
- McDonald doing well on apprentice goals

**g. Outreach Report**

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

- OAME 07/08/2022, attended C&I, networked and provided update on STEP
- PBDG 07/20/2022, attended, networked and provided update on STEP
- NAMC 07/06/2022, attended, networked and provided update on STEP

**h. RISE Up Update**

Last NWO training held 07/22/2022

- Trained 5 KIWC staff
- Trained 3 KIWC craft

Train-the-Trainer Session

- Devanta is refreshing his certification
- Adam Correia and Trevor Price attended first session 01/11/2022
- Session 2 Schedule TBD, coordinating with Oregon Tradeswomen

Future Trainings:

- NWO is set for TBD
- Management TBD
- BES NWO is TBD

Trained-to-Date:

- KIWC: 108 NWO trainings completed, 16 management, 5 Train-the-Trainers
- Subcontractors: 52 NWO trainings completed, 3 management, 0 Train-the-Trainers

**i. CBWTP STEP CM/GC Reporting  
Community Contracting and Workforce –**

STEP Workforce Compliance for GMP1 (through 07/02/2022)

Total hours worked to date	128,402
Number of Craft to date	385

Minority workforce by hours (Goal: 22%)	50,313/39%
Caucasian workforce by hours	78,089/61%
Women workforce by hours (Goal: 6%)	18,580/14%
Male workforce by hours	109,822/86%

Apprentice workforce by hours (Goal 20%)	28,894
Minority apprentice	14,895/52%
Caucasian apprentice	13,999/48%
Female apprentice	6,000/21.21%

Male apprentice 23,000/78.79%

#### Workforce Ethnicity (Breakdown)

Hispanic	25,587/20%
African American	13,369/10%
Other Non-White	9,400/7%
Native American	1,677/1%
Asian	280/<1%
Caucasian	78,088/61%

#### To Date Paid by Certification:

Total D/M/W/ESB/SDVBE Paid to Date - \$5,918,932	
DBE/MBE	\$4,937,001.88/7.84% of Total Hard Cost
• DBE/MBE/WBE	\$ 37,901.85/0.07%
• DBE/WBE	\$ 551,714.49/0.92%
ESB	\$ 69,999.80/0.12%
MBE	\$ 99,763.97/0.17%
WBE	\$ 222,550.41/0.37%

#### Total Contract Value by Certification:

Total D/M/W/ESB/SDVBE Contract Value - \$12,189,292	
DBE/MBE	\$9,851,257.47/17.18% of Total Hard Cost
• DBE/MBE/WBE	\$ 120,300.00/0.21%
• DBE/WBE	\$ 825,161.00/1.44%
ESB	\$ 189,710.00/0.33%
MBE	\$ 543,694.26/0.95%
WBE	\$ 659,170.00/1.15%

#### j. Workforce Improvements:

Northwest Infrastructure (NWI) – NWI's hours worked to date has increased from 3,723 in May 2022 to 4,393 in July 2022 with female workforce hours increasing from 272 in May 2022 to 382 (5%, goal is 6%) by July 2, 2022. Apprentice workforce hours have increased from 2,580 in May 2022 to 2,980 as of July 2, 2022.

#### k. CBWTP STEP Procurements – CBWTP STEP D/M/W/SDV/ESB Participation for GMP-1 (thru 06/30/2022)

- Total GMP-1 contract amount under contract with KIWC is \$57,380,000.00
- Project construction subcontracted dollars to date is \$29,464,534.26.
- Total project DBE/M/W/SDV/ESB subcontracted dollars are \$14,154,664.46/24.7%. The goal is 22%/\$12,623,600.00.
- Total project DBE/MBE subcontracted dollars is \$13,198,465.66/23%. The goal is 12%/\$6,885,000.00.
- Total project WBE subcontracted dollars is \$818,988.00/1.4%. The goal is 5%/\$2,869,000.00.
- Total project female subcontracted dollars is \$800,962.74/5.7% (non-WBE). The goal is 4.7%.

- Total project D/M/W/ESB subcontracted dollars are \$189,710.80/0.3%. The goal is 5%/\$2,869,000.00.
- Total project D/M/W/SDV/ESB paid-to-date is \$4,053,212.96/28.6%. The goal is 22%.
- Total project subcontracted paid-to-date is \$15,157,919.73/26.4%.

**See meeting handouts for subcontractor status.**

*Discussion/Comments:*

Q. Where can the LMCOC find the number of people the reported hours represent? [The LMCOC would appreciate if this piece is included as it helps to better understand the story. It would be valuable to have this information so when the story is told of opportunities provided to people, there is something more than just the hours represented. The focus should be on the apprentices journey. It would be helpful to have more qualitative information available.]

A. *That information is not in the report or documented anywhere. It is possible to extract the data, potentially from certified payroll. KWIC recognizes the numbers by themselves do not mean much without the background on the project duration. If KWIC includes these numbers, it will require more input from the subs.*

*KIWC will investigate how to obtain the data. Please note they may not have this information ready for presentation in time for the August LMCOC meeting. NWI for example had 3 females at the beginning of the project. One became ill and another had a challenge which caused them to withdraw. This would appear as if NWI had females on staff for very limited hours. There is a need to have context to validate data and accurately depict hours and opportunities, especially when the general public will not be privy to the stories.*

Q. When female workers leave the project, do they have an opportunity to return to work?

A. *Yes, KIWC has not once clicked "not eligible" to return to the project for KIWC.*

**Comments:**

On projects Angela Pack has worked on, she has had the prime contractor track all apprentices on site, whether for prime or for subs so when one leaves, there is documentation on what has happened with that particular individual. She also noted that unions and trades that are non-union should be tracking apprentices; and the burden should not solely be on the prime contractor.

The union representatives indicated they track where apprentices to track where they are. If apprentice is let go, they are good about calling the rep who oversees the craft. It is also the responsibility of the apprentice to report changes.

Apprentices must also complete monthly reports and supervisor signs off on it. If apprentice is let go, they must contact apprentice coordinator and get back on placement list. IBEW does similar tracking.

Usually apprentice coordinators follow-up with the contractor to determine why the apprentice is let go which is usually due to lack of work but if that is not the case, the contractor should replace the individual who was dismissed.

Molly Washington noted there may be information that is being exchanged that would answer this question and provide analysis.

Q. Is this information available to stakeholders? The JATCs have a process by which they track the apprentices, working vs not working etc., but is that information making it back to the LMCOC, City, or Prime? If we think this information is important, how do we get it? How do we get what we need?

A. Andre' Baugh indicated that this information has been provided to another LMCOC he works with. It is a heavy lift but can be done.

Nate Stokes added, regarding tracking of apprenticeships with monthly progress reports, all are a state approved training program and reports must be provided to BOLI monthly. JATCs meet monthly to go over issues with apprentices. Unions and JATCs must subscribe to BOLI reporting requirements.

## I. Apprenticeship Program

Nate Stokes and the other union LMCOC members offered a quick overview of apprenticeships. Operating Engineers opens their apprenticeships every February for a two-week period. The process includes point-based application format. Points are tallied up, the number of apprentices needed for the year is forecasted, then the interview process is initiated with a three-person interview panel. All members of the panel were an apprentice at one time. The panel uses a set of questions, tallies up the points from the interview, determines the individuals who can move forward in the process (which includes going to their training facility in Canby, OR). Upon successful completion of the training, they are then put on the list for job placement.

NW Carpenter Union's program lines up similar to Nate's. LiUNA 737 apprenticeship program application is done electronically on-line. If they need more apprentices, they tend to go through the interview process which is also point-based.

### *Questions and Comments*

Q. What percentage of the points come from scoring and from the interview?

A. 60% of the interview process and 40% application process. Operating Engineers also has direct-entry available through pre-apprenticeships.

o Angela: This is something critical that the City has been trying to get on these projects. She would like to have this data reported by union halls.

Q. It seems like opening for only two weeks in the year is short. Has the union continued offering entry to this more than just during the month of February?

A. Nate - They have opened multiple times in the past but retainage is 92% on apprentices. The apprentices are trained on big heavy equipment so the union wants them to go to the training center for a month before being placed on big projects on roadways etc. for safety reasons as this can be a hazard. This year they had 50 apprentices, last year it was 40. There was a time when there were only 10 apprentices per year. It is such a long process that this is why they only do it once per year. Also have same direct entry program.

Sheldon's apprenticeship is always open to anyone who comes in based on their application. They do allow direct entry from the pre-apprenticeship program.

Andre': Eric had talked about KIWC needs but will also be discussing future needs of the subs. Penalties apply even if the program does not have apprentices.

Eric: One thing KIWC will share with different trade unions is that in the Portland area, KIWCs resource loaded schedule has crafts included with respect to civil, mechanical, electrical needs. KIWC wants to give the trades the number of people and timeframe needs for the remainder of STEP.

Sheldon: It would be helpful if the contractors can also provide a forecast of their needs to the unions. Cannot make people apply, can only keep recruitment efforts at the forefront.

Charles: The question that prompted this agenda item was along the lines of – I took kids to CBWTP for site walk; was a really great presentation. The question was when the kids walk away from these things, they are very inspired and motivated. Every kid wants to be on that site, but the reality is not everyone is ready for this type of work. So how do we create a direct pipeline for pre-apprenticeship to apprenticeship to being placed on a site such as CBWTP/STEP in the future? How do we get something on the table in which the project will take two candidates from each group? It is very rare that someone from a pre-apprenticeship program is actually on a job like this. The kids do get work, but the projects are not as high profile as STEP. It would be really good for a kid from the neighborhood and represents what the neighborhood looks like to be on site. Not trying to make it seem like this is not happening, just could be more prevalent; would like to figure out how to make this happen as it would be really rewarding for pre-apprenticeship and apprenticeship team members; to have 3-4 kids involved from multiple apprenticeship programs on site.

Aaron: IBEW has their own apprenticeship program. They are having a hard time getting people in the door to apply, IBEW does conduct constant outreach.

Adam: We are happy to be someone the pre-apprenticeship programs can contact. If someone has a student or pre-apprentice whom they feel would be good for STEP, please connect. KWIC can help by being the middle person involved. Please utilize both Adam and Devanta for placement assistance.

Devanta: KIWC is a union contractor but not all pre-apprenticeships are union. Will introduce any non-union applicants to subs.

Q. Related to Charles' question, if an apprentice shows interest in working on a particular site, is the applicant's area of residency considered?



- A. Nate advised they do try to take this into consideration but also must go off the list. Applicants can only turn down two offers so while the union tries to place candidates close to home, it does not always happen.

Sheldon's group works within zones. Apprentices can select how far they are willing to travel.

Twauna: One of the biggest things is the collaboration between unions, contractors, and pre-apprenticeship programs. They have conversations with students and contractors. Through these relationships, they are able to see it through. When a student goes into a program, the contractor knows the student by name.

- Q. Referring back to Sheldon's comment regarding getting information in advance, is there information the contractor can provide to the JATCs that would give some insight to the Program in terms of when and quantity of people needed? Is there anything in GMP2 that could be helpful?

- A. The histogram KIWC is preparing will be shared with the local unions so they can forecast accordingly.

- Q. Is there a "next steps"?

- A. Andre': As a whole, have unions and pre-apprenticeship come back to KIWC and talk about areas they see where they may have difficulty meeting needs. Andre' like to work with Lisa to prepare a workshop on this topic to be conducted during the October LMCOC meeting.

Aaron: In the IBEW apprenticeship program, there is only place they can move people around based on needs. They cannot move a journey person. The IBEW does not hold boot camps until contractor needs are confirmed.

Charles: This all sounds like things are moving in the right direction.

Angela: This is great, maybe a list of who is available from the unions? She will work on getting a pre-list of craft on projects; and wants to have it added as a requirement. Angela would like a roundabout number of availability and diversity.

Nate advised this data can change daily; but will do the best they can. Angela would like to have an idea on who is available. She is being told there are not people available by various unions.

- Q. If capacity in the market is rising, are the JATCs prepared to meet the capacity with increased enrollment into the apprenticeship program? There is a need to keep projects for training purposes, but can a program be developed around this project to graduate some people? Is this an intentional thought process?

- A. Nate: This is one of the questions asked in the interview process. We; want applicants to understand what the expectations are and do take a really close look at forecasting jobs coming

out in the future including anticipated durations. He does not want apprentices sitting on the books when they are not learning anything.

Aaron: Wants to note IBEW offers electrical opportunities for commercial, residential, industrial. They have a waiting list of candidates. IBEW is looking to expand their facilities so can meet the demand for apprentices.

Nathaniel offered to help with recruiting and asked, what trades need the most help in getting apprentices with respect to participants? **Sheldon will follow up with his contact information to Nathaniel.**

#### **m. Other Items and Issues**

Upcoming Council Meeting:

- Scheduled for August 24 to go to Council for GMP2.
- Faced with tremendous market conditions right now which is putting a lot of pressure on the City but there are a lot of needs at the plant so doing their best to present to Council.
- This will be a time-certain item for 30 minutes. Previously, some provided public comments, invited to do so again on August 24; as it has been helpful. Muriel will provide more details as they are available. A big part of the item will be discussing the CBA.

#### **n. Outreach Support**

BES has submitted a lot of conference papers on the STEP program. Some are related to design but also some are related to construction and another on the CBA. The CBA paper has been accepted by the WEFTEC for presentation in New Orleans in October. Kathleen will be presenting with Muriel.

KIWC (Andre' and Eric) will be co-presenting on how to make it happen; will be held in Spokane, WA in October.

#### **o. Member Announcements and Updates**

Sheldon: None, good

Nate: Would like to give everyone a round of applause in doing their part in contributing to the success of the program thus far.

Muriel: Will accept volunteers to review her presentation and provide comments.

Nathaniel: Honored to be part of such a great group; doing wonderful things here.

Molly: Nothing additional to add, thank you. Appreciates everyone's input and information today.

Aaron: All good

Charles: Nothing else to add; appreciates everyone's willingness to keep doing the work. Will keep reaching out to grow and collaborate.

Raja: The discussion on apprentices is a good one. What is important to the Program is to have apprentices available; work as a team to ensure success of unions while at the same time growing crafts in the region.

Twauna: Appreciative of everyone's time and contributions today; is great working with this group.

Devanta: Nothing specific, if unions are getting apprentice statistics, would be a conversation on how to get NWCC's data as well. Charles offered to help with this.

#### p. Next Steps. Future Meeting

- Oregon Tradeswomen's capacity for the RISE-Up program.
- October in person meeting
- Workforce planning

#### q. In Closing

The chair offered comments noting, as always, how impressed she is with the rigor and attention to detail and everyone's commitment. She always feels inspired after attending these meetings.

**Meeting adjourned at 2:55 p.m.**

#### 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
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.
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
WFTH	Workforce Training and Hiring
WWTP	Wastewater Treatment Plant