



**MEETING NOTES**  
**Labor-Management Community Oversight Committee (LMCOC)**  
 Columbia Boulevard Wastewater Treatment Plant STEP  
**Meeting 25**  
 Monday, September 26, 2022, 1:00 p.m. to 3:00 p.m.  
**Location:** On-line

**Attendance**

<b>LMCOC Members</b>	<b>Owner:</b>	Dawn Uchiyama
	<b>Contractor:</b>	
	<b>CBO:</b>	Charles Manigo
	<b>Unions:</b>	Twauna Hennessee, Aaron B. Strong
	<b>Employers:</b>	Molly Washington, J.W. Matt Hennessee
<b>Alternates</b>	<b>Contractor:</b>	Devanta Black
	<b>Unions:</b>	Sheldon Wormly
	<b>Employers:</b>	Nate Hartley
<b>Staff</b>	<b>City:</b>	Muriel Gueissaz-Teufel, Mac Mahoney
	<b>Contractor:</b>	Eric Johanson, Adam Correia, Andre' Baugh, Kaia Myers, Lyle Perry
<b>Facilitation</b>	<b>Team:</b>	Lisa Beutler, Laurie Allen

**Meeting Action Items**

#	New Action Items	Owner	Timeframe
1.	Hold discussion on how KWIC can better identify COBID certified firms for subcontract opportunities. KIWC could not find COBID firm to provide scaffolding services - Dr. Hennessee has firms to recommend for future reference.	Eric Johanson Devanta Black Dr. J.W. Matt Hennessee	Oct. 19 - aim
2.	Provide copy of KIWC's workforce plan to Twauna Hennessee.	Eric Johanson	In progress, will be shared with everyone
3.	Given the industry-wide need, hold discussion on alternate methods to get more females and people of color accepted into traditionally male dominated trades and put to work.	Eric Johanson, Devanta Black	Future agenda item // panel – has been follow-up with Kelly K. – Oregon Dept. of Corrections
4.	Coordinate discussion with Molly Washington related to review of one of the subcontractor agreements.	Eric Johanson	October
5.	Provide COBID certified firm information related to firms that can provide scaffolding services to KIWC.	Dr. Hennessee	October

## Order of Business

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

- Attendees confirmed by LMCOC Facilitator, a quorum is not present.

### 2. Agenda and Action Item Review

Reviewed status of the outstanding action items.

#	Item	Owner	Timeframe	Status
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	Completed
2.	Compile data to reflect the number of people the reported hours represent for presentation to the LMCOC.	Eric Johanson, Andre' Baugh	September Meeting	In progress
3.	Provide the LMCOC union representatives with a KIWC histogram for all the personnel needed for STEP through 2025. The histogram will indicate the number of folks needed and in which category.	Eric Johanson	September meeting	Sent to unions for review. Major subs to share with their lower tier subs
4.	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	In progress

### 3. Consent Calendar

August meeting minutes and membership roster adopted without objection.

#### **Membership Roster**

<b>Members</b>		
<b>Representative Group</b>	<b>Member 1</b>	<b>Member 2</b>
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, DD	Molly Washington
CBOs:	Kelly Haines	Charles Manigo

<b>Alternates</b>		
<b>Representative Group</b>	<b>Alternate(s) for Member 1</b>	<b>Alternate(s) for Member 2</b>
City	Muriel Gueissaz-Teufel	
Project Contractor	Devanta Black	
Construction Trade Unions	Sheldon Wormly	Melvin Norman, Aaron Strong

Alternates		
Employers		Nathaniel Hartley
CBOs:		

#### 4. Outreach Reports

##### a. Recap of Council Meeting

- Very good presentation and feedback from Council members.
- Testimonies provided were powerful and it was helpful for the Council members to hear them.
- Acknowledgement that this is a working committee and appreciation expressed for the group working so productively.

##### b. PNWCA Conference

- Tri-state conference (OR, WA, ID) mainly geared towards the wastewater industry.
- STEP CBA was one of the presentations, well received by the audience.
  - Eric, Johanson, Andre' Baugh, and Muriel Gueissaz-Teufel were the presenters.
  - The LMCOC was recognized for being such a helpful oversight committee.

#### 5. General Project Updates

##### Histogram: –

KIWC has presented a histogram for all the personnel needed for STEP through 2025 to the unions. The timeframe to get subcontracts for GMP2 signed is ASAP.

Angela Pack reviews KIWC's histogram/subcontractor workforce plan on behalf of the City of Portland.

##### Comments/Discussion:

Molly Washington asked if she could review KWIC's subcontracts prior to them being signed. Molly does not want to hold up process, just would prefer opportunity to "course direct" if goals appear as not being met. XXXX agreed to connect and discuss this with Molly separately given the complexities of contracting

##### Projects Underway:

- MASU – All underground duct bank work is complete. The 15kV JPA is set, Siemens is doing their work now.
- SECL-9 – Dewatering wells are being installed.
- SECL-10 – Excavation is underway for the area where the clarifier will be constructed.
- AEBA 5+6 Pipe Installation. Aeration Basins 5 and 6 will be handed back over to the plant this week.
- S-Tank 8 concrete pour for the retention wall is underway which will provide stabilization of the existing structure in preparation for new construction in same area.
- RAPU – Excavation is underway in preparation for waler installation.

#### 6. CBWTP STEP Procurements

**GMP 2 Bid Package Schedule**

- Notice to Proceed issued 09/06/2022

**Recently Awarded Procurements GMP 1 + 2**

Sub	Procurement Type	Scope of Work
SDB Contractors	Type 1	SECL Stair Tower
Petrochem, Inc.	Type 1	Sand Blasting
Christenson Electric	Type 3	Electrical
Platinum Industrial	Type 3	Tunnels Improvements
GTE Metals	Type 3	Structural Steel and Metals
Western Rebar	Type 3	Reinforcing Steel
River City NW Mechanical	Type 3	Supply/Install Clarifier Mechanism and Screw Conveyors
Streimer Sheet Metal Works	Type 3	HVAC
Zavala Corporation	Type 3	RAPU Structural Concrete
Alcantar & Associates	Type 3	SECL Slab Concrete

*\*Type 3 procurements are major subs for GMP2*

*Discussion/Questions/Comments:*

**Q.** Will there still be an opportunity in GMP2 for a COBID certified HVAC sub?

**A:** Eric and Adam will check with Streimer regarding their lower-tier subs. Just Right Mechanical is currently providing HVAC services for the SLPR Building under GMP1.

**Comment:** In response to KIWC’s noting a need, Dr. Hennessee has COBID certified firms to recommend for scaffolding services. He will provide more information to KIWC.

**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](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

**7. COBID Highlights**

McDonald Excavation – Pouring concrete in SECL Ring Beam

Total hours worked to date	1,399
Number of Craft to date	31

Minority workforce by hours (Goal: 22%)	437	31%
Caucasian workforce by hours	962	69%
Women workforce by hours (Goal: 6%)	106	8%
Male workforce by hours	1,293	92%
<b>Apprentice workforce by hours (Goal 20%)</b>		<b>250</b>
Minority apprentice	141	56%
Caucasian apprentice	110	44%
Female apprentice	106	42.2%
Male apprentice	145	57.8%

*Discussion/Questions/Comments:*

**Q.** How will KIWC ensure subs are on track to meet sub minority participation for STEP?

**A:** KIWC will continue to monitor McDonald's and other sub's performance and provide assistance.

**Comments:** Twauna Hennessee asked if she could see KIWC's workforce plan. KIWC provides this information to Angela Pack at the City and will arrange to share it with Twauna.

### Contractor Outreach

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

- OAME 08/26/2022 + 09/09/2022, attended C&I, networked/provided updates on STEP
- PBDG 09/14/2022 + 09/21/2022, attended, networked and provided update on STEP
- NAMC 09/07/2022, attended, networked and provided update on STEP

KIWC will be attending the Office of Civil Rights (OCR) Advisory Committee meeting in September. Want to address how to remove barriers for minority firms to participate in upcoming mega projects. KWIC is using COP's CBA as an example of how to set goals for minority subcontracting and workforce goals.

### 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, KIWC working with Laurie form OTW to get this scheduled.

Future Trainings:

- NWO is set for T10/12/2022
- Management 10/14/2022

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

## 8. CBWTP STEP CM/GC Reporting

*GMP1 Community Contracting and Workforce –*

### STEP Workforce Compliance for GMP1 (through 07/31/2022)

Total hours worked to date	141,927
Number of Craft to date	439

#### *With Percentages*

Minority workforce by hours (Goal: 22%)	54,458	38%
Caucasian workforce by hours	87,469	62%
Women workforce by hours (Goal: 6%)	20,505	14%
Male workforce by hours	121,422	86%
Apprentice workforce by hours (Goal 20%)	32,098	
Minority apprentice	16,676	52%
Caucasian apprentice	15,423	48%
Female apprentice	7,000	21.54%
Male apprentice	25,000	78.46%

#### *Workforce Ethnicity (Breakdown)*

Hispanic	27,898	19.6%
African American	14,501	10.2%
Other Non-White	9,916	7%
Native American	1,840	1.3%
Asian	302	<1%
Caucasian	87,469	62%

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

Total D/M/W/ESB/SDVBE Paid to Date	\$7,662,000
DBE/MBE (7.84% of Total Hard Cost)	\$6,216,116
DBE/MBE/WBE (0.07%)	\$37,901
DBE/WBE	\$818,594.16
SDVBE	\$33,200
ESB	\$59,923
MBE	\$152,554
WBE	\$369,490

#### *Total Contract Value by Certification:*

Total D/M/W/ESB/SDVBE Contract Value	\$13,343,000
DBE/MBE (17.18% of Total Hard Cost)	\$11,483,171
DBE/MBE/WBE (0.21%)	\$152,000.00
DBE/WBE	\$1,035,843
SDVBE	\$33,200
ESB (0.33%)	\$78,908
MBE (0.95%)	\$314,074
WBE (1.15%)	\$879,698

### Workforce Improvements:

### Glacier Drilling & Dewatering

- Glacier's hours worked to date has increased from 532 through July 23, 2022, to 637 as of August 6, 2022
- Female workforce hours have increased from 0 in July to 38 in August
- Apprentice workforce hours have increased from 84 in July 2022 to 122 as of August 6, 2022, comprised of 84/69% minority and 38/31% Caucasian
- Women apprentices are at 31.28% with male apprentices at 68.72%
- KIWC is continuing to monitor Glacier's performance to ensure they remain in compliance.

See meeting handouts for additional subcontractor status reports.

### *Comments:*

Sheldon Wormly has been working with Nathaniel Hartley in his recruitment efforts to find candidates who want to work on the project.

Sheldon has women available for work in his union too. While it can be challenging to find female workers the is not just it is not just union-wide, it is industry-wide. He encouraged everyone to be focused on creating opportunities and, point applicants in the right direction regardless of whether or not the opportunity is within one's own firm or agency.

Twana's group is taking a second look at scores for applicant testing to review who perhaps did not meet the scoring criteria but may have the basic abilities to do well and succeed in the trades.

The group agreed to continue this topic at a future meeting and work with one another to get more females and people of color accepted into programs and put to work.

### ***Other Items and Issues***

#### **9. Member Announcements and Updates**

- **Muriel** – appreciates everyone's support.
- **Andre'** – Prompted the group to give Muriel a hand for her presentation to City Council. He reiterated it was fantastic and noted Muriel really is leading the pack and industry in doing what we are doing here today. No one else is even having the conversation ab out women not participating. Muriel, Eric, and Andre's presentation **was the only presentation on social equity.**
- **Dr. J.W. Matt Hennessee** – Doing well and grateful for the meeting conversation, particularly regarding women of color and representation. He is very optimistic the group can collectively change this together.
- **Molly** – Noted that all was good and thanked the group. She appreciated Tawana's comments regarding revisiting applicants' test scores to see who could be considered eligible in meeting other criteria.
- **Nathaniel Hartley**– Found the session good and noted "it is definitely an honor to be part of this team."
- **Sheldon** – Affirmed the need to do more recruiting in our communities to find more women.

#### **10. Next Steps. Next Meeting**

The in-person LMCOC meeting has been moved from October to January 2023. The October meeting will be on-line. The facilitator will send updated information.

***Meeting adjourned at 2:08 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
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
OCR	Office of Civil Rights
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