



MEETING NOTES
Labor-Management Community Oversight Committee (LMCOC)
 Columbia Boulevard Wastewater Treatment Plant STEP
Meeting 38

Monday, January 22, 2024, 1:00 p.m. to 2:30 p.m.

Location: On-Site @ CBWTP and On-line

Attendance

LMCOC Members & Alternates	Owner:	Dawn Uchiyama
	Contractor:	Rajasegaran Ponniah
	CBO:	Charles Manigo
	Unions:	Aaron Barber-Strong, Anjanette Banuelos Bolanos
	Employers:	Khang Tran, James Faison
Staff	City:	Mac Mahoney, Muriel Gueissaz-Teufel
	Contractor:	Eric Johanson, Andre' Baugh, Surjendra Bajrachary, Kaia Myers, Lyle Perry
Facilitation	Team:	Lisa Beutler, Laurie Allen
Other	Guest:	

Meeting Action Items

#	Item	Owner	Timeframe
1.	Send Lisa Beuter a copy of the Apprenticeship Process presentation.	Andre' Baugh	This Week
2.	Provide LMCOC preparation options for meeting with Commissioner Mapps	Lisa Beutler	February
3.	Survey Members on Meeting Preferences	Lisa Beutler	February

Order of Business

1. Log-in, Roll Call, Establish Quorum

Attendees confirmed by LMCOC Facilitator, a quorum is present.

2. Welcome and Greetings

The group was greeted by Chair Dawn Uchiyama.

3. Agenda and Action Item Review

Reviewed status of the action items.

#	Item	Owner	Timeframe	Status
1.	Refer workers in search of work to the union halls/JATC	LMCOC	Ongoing	In progress
2.	Safety focus topic to be ongoing presentation to LMCOC monthly meetings.	KIWC	Ongoing	In progress

#	Item	Owner	Timeframe	Status
3.	Create Process Flow presentation to reflect the pre-apprenticeship, apprentice, dispatch work assignment timeline and process	Andre' Baugh	On Agenda	Completed
4.	Consider potential questions for visit from Commissioner Mapps	All	On Agenda	Complete

4. Consent Calendar

The following were adopted without objection.

- a. December 2023 meeting minutes adopted without objection.
- b. Membership Roster – Updated Charter (New Member)

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:	Leanna Petrone	Molly Washington
CBOs:	Anthony Samperio	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 Barber-Strong
Employers	Khang Tran	James Faison / Nathaniel Hartley
CBOs:		Cinna'Mon Williams

5. CBWTP STEP CM/GC Reporting

a. Community Contracting

• Project Update

Projects underway include:

- Non-Process – There is a lot of mechanical, electrical, and slab-on-grade work underway. There will be five different slab pours which will be completed in the next four weeks.
- SECL 9 – Wall slabs are complete.
- SECL 10 – Walls are complete. Rebar installation is underway in preparation for slab-on-grade. This will be the first clarifier which is hydrottested.
- RAPU – Stairway concrete pour completed on January 12. Rodriguez is performing coatings.
- Yard Pipe – Work is ongoing. 42” and 48” piping being installed.
- SOFA/SOLO – Tremendous amount of work is underway for this project. Tank walls are placed. One exterior wall is complete, and the remaining walls will be poured next. Backfill is complete, supportive excavation is scheduled.

- Tunnels – Platinum continues piping demolition. Christensen continues with electrical rerouting.
 - MASU – The substation is operating under it’s own new gear. There is still some ancillary work to complete. Azuri will be out next week to place permanent fencing. PGE is still doing checkout work but most of the work for MASU is complete.
- ❖ Total hard construction cost through December 2023 is \$377,428,000 Hard construction costs paid in December 2023 to KIWC are \$176,916,000. KIWC paid \$31,328,000 to the COBID market. Forecasted total project COBID dollars are \$86,476,000.

CBWTP COBID 6-Months Paid Forecast January 2024 – June 2024

- Based on KIWC’s COBID 6-month forecast for the period of January ‘24 - June ‘24, 22% of COBID hard construction cost is estimated to be just above \$50M by June 2024 with forecasted COBID dollars at \$40M.

See meeting handouts for subcontractor status.

b. Community Workforce

STEP Workforce Compliance through 12/24/2023

Total hours worked to date	438,524
Number of Craft to date	1,157

• *With Percentages*

Minority workforce by hours (Goal: 22%)	152,273	35%
Caucasian workforce by hours	286,251	65%
Women workforce by hours (Goal: 6%)	47,858	11%
Male workforce by hours	390,665	89%
Apprentice workforce by hours (Goal 20%)	83,615	
Minority apprentice	38,434	46%
Caucasian apprentice	45,181	54%
Female apprentice	19,000	22.91%
Male apprentice	64,000	77.09%

• *Workforce Ethnicity (Breakdown)*

Hispanic	90,105	21%
African American	25,564	6%
SOther Non-White	23,235	5%
Native American	10,203	2%
Asian	2,264	1%
Caucasian	286,251	65%

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

Total D/M/W/ESB/SDVBE Paid to Date	\$31,327,000
DBE/MBE	\$18,350,331
DBE/MBE/WBE	\$1,572,407
DBE/WBE	\$3,377,870
SDVBE	\$78,460
ESB	\$349,782
MBE	\$2,504,865

WBE	\$5,094,166
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• *Contract Value by Certification:*

Total D/M/W/ESB/SDVBE Planned Value	\$86,409,000
DBE/MBE/WBE	\$1,689,049
DBE/WBE	\$18,729,644
ESB	\$378,213
MBE	\$15,271,645
WBE	\$10,503,245
SDVBE	\$78,460
DBE/MBE	\$11,277,792

c. Workforce Improvements

Kiewit through 11/25/2023		
Total hours worked to date	250,957	
Number of Craft to date	277	
Minority workforce by hours (Goal: 22%)	84,314	34%
Caucasian workforce by hours	166,643	66%
Women workforce by hours (Goal: 6%)	34,137	14%
Male workforce by hours	216,820	86%
Apprentice workforce by hours (Goal 20%)	41,951	
Minority apprentice	18,855	45%
Caucasian apprentice	23,097	55%
Female apprentice	12,000	27.58%
Male apprentice	30,000	72.42%
Kiewit through 12/23/2023		
Total hours worked to date	263,543	
Number of Craft to date	281	
Minority workforce by hours (Goal: 22%)	87,859	33%
Caucasian workforce by hours	175,684	67%
Women workforce by hours (Goal: 6%)	35,369	13%
Male workforce by hours	228,174	87%
Apprentice workforce by hours (Goal 20%)	43,866	
Minority apprentice	19,655	45%
Caucasian apprentice	24,212	55%
Female apprentice	12,000	27.71%
Male apprentice	32,000	72.29%

- Kiewit has brought on 2 apprentices and is committed to bringing on 6 additional apprentices

including: 1 Carpenter, 2 Millwrights, 3 Operators.

6. CBWTP STEP Procurements

a. Upcoming Bid Packages

Scope of Work	Procurement Type
Concrete Crack Injection	Type 1

b. Outreach Efforts

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

NAMC	01/12/2024	Attended and networked with members
OAME	01/10/2024	Attended and networked with members
PBDG	12/12/2023	Attended and networked with members

❖ **RISE Up Update**

Last NWO training held 10/20/2023

- Trained 14 KIWC craft
- Trained 4 BES/COP staff

Future Trainings:

- NWO scheduled for 02/16/2024

Trained-to-Date:

- KIWC: 216 NWO trainings completed, 67 management, 5 Train-the-Trainers
- Subcontractors/BES: 188 NWO trainings completed, 14 management, 2 Train-the-Trainers



❖ **How Subcontractors get Connected with STEP**

- KIWC has 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/suriendra.bajrachary@Kiewit.com p/707.951.8787
 - Lyle Perry e/Lyle.Perry@Kiewit.com p/360.314.3741

7. Other items and Issues

Apprenticeship Overview Presentation:

Andre’ Baugh provided an overview of the Apprenticeship Process. Highlights of the presentation follow and a copy of the presentation is on the LMCOC website.

- ❖ Registered Apprenticeship provides occupational training that combines paid, on-the-job experience and classroom instruction.
- ❖ Workforce providers need to talk with the JATC’s.
- ❖ Apprenticeship benefits include a paycheck, hands-on training, an education, a career, and national credential.

Company Steps to get an Apprentice:

Step 1 - Become an Oregon Bureau of Labor and Industries (BOLI) Registered Training Agent

Considerations include:

- Learn and understand what the contractual requirements are
- Determine which Joint Apprenticeship Training Council (JATC) to join (union or non-union)

- May try to create your own but this is very difficult and expensive
- Which trades does the company use?
 - Not all trades are covered by both union and non-union JATCs
- What are the JATC training requirement and costs?
- If out of state, which trades have reciprocal agreements?

Step 2 - How to Request an Apprentice:

- Notify the JATC in advance of construction startup that your company has a contract containing apprenticeship requirements
 - Send written notification of your anticipated number of apprentices needed and start dates
- Use the City of Portland Apprenticeship Request Form to request an apprentice
 - If you elect to use your own form, your written request should include the project name, agency, location, job site requirements, trades needed, and contractual requirements for both apprenticeship and minorities, and documentation
- The JATC will complete the form and return to the requesting firm

BOLI Rules/Policies:

- H. OSATC Required Policies: (O.R.S. 660.120 – O.R.S. 660.137/O.A.R. 839-011-0073)
 - I. The committee's written policy and procedures for "Placement procedures for out-of-work apprentices" (Under section H. part iii, subpart k) may include a provision that the sponsor shall change the order in which they dispatch or refer apprentices from the Out-of-Work Apprentices List to reach the top qualified out-of-work apprentice who meets a Contractual Requirement when a training agent documents to the Sponsor that they are obligated to meet the terms of a valid public contractual workforce requirement for Diversity Equity and Inclusion, such as specific percentages of minority and/or female apprentices on the job or apprentices living in specific priority zip codes.

Committees that adopt this provision must document that all unemployed apprentices in good standing with the committee who would meet this requirement have been given the opportunity to be re-employed prior to registering as a new apprentice.

Step 3 - Pre-Apprentice

- Working with local, state-certified pre-apprenticeship programs or community-based organizations to identify potential applicants, for registration into the relevant apprenticeship program, when no apprentices are available for referral for the duration of the project;

Step 4 – Recruitment

- Participation in job fairs or outreach events to recruit women, people of color and disadvantaged workers into the construction trades, semi-annually, for the duration of the project;

Step 5 - Site Visits

- Scheduled job site visits by participants in community programs, as safety allows, to increase awareness of job and training opportunities in the construction trades;

Step 6 - Disseminating Company EEO Polic

- Reviewing and disseminating, at least annually, the company's EEO policy and affirmative action obligations with all employees having any responsibility for hiring, assignment, layoff, termination or other employment decisions;

Step 7 – Mentoring

- Matching women, people of color and disadvantaged apprentices who may need support to complete their apprenticeship programs with a late-term or journey-level mentor.

Step 8 - Jobsite Culture Pledge

- Signing the Safe from Hate Jobsite Culture Pledge, demonstrating the contractor's commitment to fostering a positive work environment and address jobsite culture;
- Maintaining written documentation of all activities; it is important to document efforts to bring apprentices on board and the results. Show continuous and meaningful efforts!

Discussion/Questions:

Q. There has not been any mention of bringing on additional laborer apprentices, but the numbers are low. Are there plans to bring additional Laborers on board?

A. Eric Johanson confirmed he has brought a Laborer apprentice on last month. Eric will follow-up with Anjanette Banuelos Bolanos from Local 737 to submit a request for an additional Laborer.

Comments:

Anjanette Banuelos Bolanos offered that Andre's description is pretty accurate with regard to LiUNA's Local 737 process. Putting women and minority goals on the request is very helpful. Important for requesters to be as specific as they can.

Aaron Barber-Strong affirmed the description of the process is very accurate. If you are a current licensed electrician, all you would need is to have a Supervisor's License, bonding, licensing, etc. Once those are in place, contractors can go to the IBEW to be set up as a registered training agent for apprentices. Forecasting of needs is essential.

Eric Johanson and Raja Ponniah explained that Andre's description outlines KIWCs process for apprenticeship requests. JATC representatives visit STEP regularly to remain informed on the status of the project which helps them identify individuals for the program.

Muriel Gueissaz-Teufel requested a copy of Andre's Apprenticeship PowerPoint presentation for Kas Smiley and the City's procurement group. Andre' will send Lisa Beutler a copy for distribution to BES.

8. 2024 Planning

- **February Meeting with Commissioner Mapps**
 - This meeting will be on site at the CBWTP in the Columbia Building located at the main entrance to the treatment plant.
 - Commissioner Mapps will attend the LMCOC meeting for approximately 30 minutes between 1:30 – 2 p.m.
 - LMCOC (union and employer representatives) presenters will meet off-line to coordinate comments and benefits of the CBA and LMCOC as part of STEP.

- **Spring Event (March-April)**
 - KIWC proposed April 15 as an on-site meeting date.
 - KIWC will ensure parking is available, arrange for a site tour, and provide lunch for the LMCOC.
 - LMCOC members are asked to RSVP for logistical purposes.
- **Combined Meetings – Summer**
 - Lisa will coordinate with committee members on their preferences for combining the summer meetings.
- **Conference Opportunity**
 - The American Water Resources Association (AWRA), Universities Council on Water Resources (UCOWR), National Institutes for Water Resources (NIWR) Conference will be in St. Louis on 09/30/2024-10/02/2024. Lisa Beutler is coordinating a presentation on STEP as part of the conference schedule. Lisa is talking with BES and KIWC on presentation and invited a member of the LMCOC to join the panel as a presenter.

9. Outreach Support

Muriel has no outreach support needs at this time. She appreciates the group's support in preparation for Commissioner Mapps attendance in February.

No other LMCOC members have outreach support needs.

10. Member Announcement and Updates

None.

11. Adjourn

Meeting adjourned @ 2:27 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
NAMC	National Association of Minority Entrepreneurs
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