

Results and Transparency Meeting

Office of Civil Rights Updates

June 27, 2018

1. I35W @ 94: Downtown to Crosstown (SP 2782-327) – Bi-Weekly Call Review (6/6 and 6/20)

- Added after the meeting:
 - ALS Job Fair
 - July 23, 2018
 - 8 a.m. – 12 p.m.
 - Sabathani Community Center
 - 310 E. 38th St.
 - Minneapolis, MN 55409
 - 651-821-2300
- 6/6 call had 9 contractors on the call
- 6/20 call had 10 contractors on the call
- Have not had perfect attendance, but most contractors are making efforts to communicate about absences and provide info as requested
- 6/3 to 6/16: **Ames** headcounts look very good: 49.2% PoC and 14.29% Women from 6/3 to 6/16
 - **Lunda** at 46.88% PoC and 3.13% Women, but have one Female African-American starting as an operator after she finishes union on-boarding process. Also held interview with Female Native American DEED graduate for operator position.
 - **Shafer** at 24.6% PoC and 4.6% Women, and noted a Male African American operator hire recently.
- Subcontractor Notes
 - **E&J Rebar** has been able to significantly increase its participation numbers without adding any new hires on the project. Work will increase in July.
 - **Hardrives** has had good participation numbers and attended the DEED job fair on 5/31.
 - **Killmer Electric** has a crew of 9-11 workers, including 2 male PoC and 1 female, and all 3 are electricians. Adds up to reasonable percentages for an electrician-focused contractor. Also hired a male PoC apprentice electrician recently. Participated in ALS Job Fair.
 - **Rainbow Inc.** is expected to significantly improve their participation once more painting work is available. Mike Debuhr has assured OCR they will not have a problem with workforce participation.
 - **EJM Pipe Services** has not been on the project in over a month. ALS was able to get them to participate in the calls last prior to that, but will need to follow up if/when they are back on the project.
 - **H&R Construction** continues to provide 0% participation for PoC and Women. Will be receiving a compliance review and hope to help them find strategies to address this issue. They have been diligent about providing info and attending the calls.
 - **Terra Services** is out of Wisconsin and is not well informed on EEO obligations. Working with WisDOT-affiliated program, and Ames has offered to assist with recruitment strategies. Will be off the project until August.
 - **Warning Lites** is having difficulty increasing its participation numbers. Had two women lined up to be hired, but both declined positions – one signed with a union and the other only wanted full-time, year-round work. Is planning to try some other approaches going forward, and OCR is supplying some resources and info. Also receiving a compliance review.
- Equity Report website in progress

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SP 2782-327 (35W@94) -- Data as of June 19, 2018						
Contractor	Total	Female	Fem. %	Minority	Min. %	Payroll Submitted
Ames	35,404.50	1,539.50	4.3%	10,344.50	29.2%	5/26/2018
Lunda	19,585.50	1,394.50	7.1%	5,677.00	29.0%	5/13/2018
Shafer	9,116.50	564.00	6.2%	2,422.00	26.6%	6/2/2018
Action Fence Inc	15.00	0.00	0.0%	0.00	0.0%	11/18/2017
Advanced Concrete	124.50	0.00	0.0%	21.00	16.9%	6/2/2018
All Phase	1,517.50	20.25	1.3%	300.00	19.8%	6/2/2018
Antigo Construction	18.25	0.00	0.0%	9.00	49.3%	5/12/2018
Big G Tech Support	528.97	106.32	20.1%	264.73	50.0%	12/30/2017
Braun Intertec	8.00	0.00	0.0%	0.00	0.0%	10/13/2017
Castle Rock	377.00	0.00	0.0%	53.00	14.1%	6/2/2018
CI Utilities	460.50	0.00	0.0%	245.50	53.3%	5/12/2018
Dispatch Trucking	197.75	17.00	8.6%	0.00	0.0%	6/2/2018
E&J Rebar	3,669.50	185.50	5.1%	994.00	27.1%	6/2/2018
EJM Pipe Services	3,455.50	0.00	0.0%	0.00	0.0%	3/31/2018
E-Con Placer MN	237.25	0.00	0.0%	25.50	10.7%	5/26/2018
H&R Construction	624.50	0.00	0.0%	0.00	0.0%	6/9/2018
Hanson Cust Crushing	234.50	0.00	0.0%	118.00	50.3%	5/19/2018
Hardrives	1,147.00	160.25	14.0%	253.50	22.1%	5/26/2018
Imholte Concrete	16.00	0.00	0.0%	0.00	0.0%	6/3/2018
Killmer Electric	4,582.50	300.00	6.5%	108.00	2.4%	6/2/2018
Misc. Contractors*	118.25	7.00	5.9%	18.00	15.2%	3/25/2018
Miller Excavating	70.00	0.00	0.0%	0.00	0.0%	3/10/2018
Monnens Contracting	63.50	0.00	0.0%	0.00	0.0%	4/28/2018
Northern Dewatering	231.00	0.00	0.0%	35.00	15.2%	6/10/2018
On Call Sweeping	4.00	0.00	0.0%	0.00	0.0%	4/21/2018
Rainbow, Inc.	233.50	0.00	0.0%	27.00	11.6%	6/9/2018
Reiner Contracting	114.25	0.00	0.0%	0.00	0.0%	6/9/2018
Safety Signs LLC	63.25	0.00	0.0%	0.00	0.0%	6/8/2018
Standard Contracting	389.40	46.68	12.0%	73.50	18.9%	6/3/2018
Terra Engineering	512.50	0.00	0.0%	0.00	0.0%	5/12/2018
VCI Environmental	93.50	0.00	0.0%	11.50	12.3%	5/20/2018
Warning Lites	1,771.00	60.50	3.4%	115.25	6.5%	5/26/2018
Totals	84,984.87	4,401.50	5.2%	21,115.98	24.8%	
*Miscellaneous trucking companies include: Gorman Surveying, Jakes Hauling LLC, JBL Trucking, Inc., JD's Diversified, K&K Trucking Ent., K O'Connor LLC, KW Express LLC, Park Ave Trucking, and SK Trucking						

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Contractor	OJTs	OJT Hours
Ames	13	2,771.50
Lunda	16	4,745.50
Shafer	9	510.50
E&J Rebar	5	715.00
Totals	43	8,742.50
SS Grads	4	1,869.00
OJT Trainee Goal: 50 Trainees OJT Hours Goal: 75,000 Hours OJT Supportive Services Goal: 56,250 Hours		

Note: The data in the tables above represents all payrolls submitted by contractors as of the date of shown on each table, including unapproved payrolls.

2. Annual Compliance Reviews – 15 total, 12 have been scheduled

H&R Construction	Warning Lites	Kraemer North America
Shafer	Asphalt Surface Technologies	Ryan Contracting
Tom’s Backhoe Service	Hardrives	Ulland Brothers
O’Malley Construction	Meyer Contracting	Collins Electrical

3. MnDOT-Sponsored Training Programs

Cement Masons/Tribal Training	Dakota County Technical College CDL Training	DEED Construction Training	Workforce Development, Inc. Construction Training
-Began in May -13 week class focused on cement masons trade -Will receive stipend via TERO during the class	-Classes in April and July -First class graduated 5/25 -Will include permit test prior to beginning class for full license	-Next class not until after 2018 construction season -Some grads still looking for work	-Training program in Southeast Minnesota -Expected to begin in May -Laborers union will conduct training -Training expected to be held at shops of 3 contractors in SE Minnesota

4. Calendar of Events – visit <http://www.dot.state.mn.us/civilrights/calendar.html>

5. 1392 Report

- Who to contact?
 - i. EEO-13s
 - ii. Submitting payroll to CRL/AASHTOWARE
 - iii. 1391 Spreadsheet

6. Results & Transparency Spreadsheet