

## FCF is Home

In early March, Fair Contracting Foundation moved into the new Saint Paul Labor Center. We quickly settled in to our office on the second floor (suite 204) and welcome your visit. Our phone number remains 651-797-2726.

## A Big Welcome to Plumbers Local 6 and Roofers Local 96

We are pleased to welcome United Association of Plumbers & Pipefitters Local 6 as our newest contributor and member of the Operations Committee as of January 2016. Local 6 represents about 350 members in Rochester and in 13 counties across Southeast Minnesota. We are also happy to announce that Roofers & Waterproofers Local 96 (in the Twin Cities) will transition to full participation with a trustee seat starting in May. This will bring the FCF Board of Trustees to 22, including 11 contractor associations and 11 trade unions.



## SAVE THE DATE

Once again FCF is planning to provide a training seminar at the annual Minnesota Building and Construction Trades Council convention. This year's convention will be held July 27-29 at Fortune Bay Resort Casino in Tower, MN. Details will be sent out.

## REMINDER - DLI's Survey Deadline is Fast Approaching

### Don't Be Late, Set The Rate!

Recently, the Minnesota Department of Labor and Industry announced the annual **MN Prevailing Wage Survey** to contractors and unions statewide. Surveys must be submitted by June 3, 2016. Remember, online surveys are preferred. You can report Highway/Heavy and Commercial construction work performed from April 4, 2015, through June 3, 2016. These surveys will be used to determine the prevailing wage rates paid for each job classification in every county in Minnesota. Your participation is needed. As always, do not hesitate to contact FCF if you have any questions or if you need assistance.



### Fair Contracting Foundation

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## The Enduring Value of Apprenticeship

Apprentices are the next generation of construction professionals and the Minnesota Building and Construction Trades boasts the most qualified and well-trained apprentices in the industry. This trend will only continue with programs like Construct Tomorrow and the newly created Minnesota Building Trades Academy providing young men and women exposure to the trades at a young age. These programs offer students hands-on experience and encourages them to explore alternatives to college with healthy wages and benefits.

Apprentices are not only crucial to a thriving industry, but the best means of diversifying our workforce. As of October 2015, Minnesota Building Trades' Apprenticeship Programs as a whole included more than 19 percent minority students, almost six percent female students, and about four percent US military veteran students. These apprentices are not only helping

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City of Minneapolis' Civil Rights Department and FCF employees recently toured the Bricklayers & Allied Craftworkers MN/ND Local 1 training facility in New Hope, MN. (From L-R) City employees: Melyssa Mdemuka, Kevin Jajairam, Priscila Barron Sanchez, Gene Kelley, and FCF employees Adam Case, Kelly Francis and Kem Tae Lynch.

## Apprenticeship *Continued from front*

contractors meet their workforce goals on state-funded construction projects, they are also helping to build our communities while developing skills for lifelong careers with a secure middle class income for themselves and their families.

Since its inception FCF has organized a number of tours to showcase the Building Trades' impressive training centers to government workers, politicians, non-profits and others. The recruitment, training, mentorship, and retention of Minnesota's next generation of workers is key to a healthy workforce and a thriving economy. The Minnesota Building and Construction Trades and Union contractors are proudly at the forefront of this important mission.

## FCF Hosts First Compliance Training Session

On March 25, FCF hosted a Compliance Training Seminar to serve as an introduction to new BAs and a refresher for those who have been performing this important work for many years. Topics included Prevailing Wage Laws and Enforcement, State and Federal Surveys, Public Bidding, the Responsible Contractor Law, Independent Contractor Abuses, PLAs, and more. District Director David King from the U.S. DOL Wage and Hour Division spoke to the group about independent contractor issues in the construction industry. A total of 13 industry representatives attended the event. FCF will be hosting additional sessions to ensure others have an opportunity to participate as well.

## City Council and FCF Allies in Fight Against Wage Theft



Recently, FCF Executive Director Mike Wilde met with Minneapolis City Council member Elizabeth Glidden and other community organizations for a discussion on wage theft. Glidden recognized FCF for its focused efforts on this issue:

*"The important work done by the Fair Contracting Foundation is critical for holding local contractors responsible and assisting victims of wage theft with recovering wages...As the City of Minneapolis examines policies related to workers' issues, the issue of wage theft is a priority."*

— Elizabeth Glidden, Minneapolis City Council

## Congratulations to Forest Lake School District For Adopting a PLA

The Forest Lake School District which saw a \$143 million bond referendum pass, addressed the problem of a busy construction season head-on by approving the use of a project labor agreement for a number of its upcoming projects. The decision to use a project labor agreement will ensure that Forest Lake receives bids from the highest quality contractors, and that its projects will have consistent access to the best trained and most skilled construction workers throughout the construction season; keeping its projects on time, under budget, and done right the first time.



## School Construction Booms Throughout Minnesota

In November 2015, Minnesota voters approved almost \$1.2 billion of capital bond levies for school districts throughout the state. This means a busy season for school projects in a construction season that is already in full swing. With the extensive construction occurring this summer, school districts (and everyone else) will be competing for quality contractors and a reliable source of skilled labor.



## Hunting Down Cheaters

A joint enforcement effort between the North Central States Regional Council of Carpenters (NCSRCC) and FCF led to a recovery of nearly \$70,000 in back wages for eight affected workers of Hunt's Carpet Service, Inc. Our partners at the City of Minneapolis and Hennepin County worked hard to investigate our prevailing wage violation complaints. Their diligence in fighting wage theft ensured that Hunt's Carpet Service employees received the pay they were entitled to under the law, and led to a public record of the violations Hunt's Carpet Service committed. In addition to the monetary recovery, Hunt's Carpet Service is now debarred from working on any Hennepin County projects until September 2020. Under Minnesota Rules Part 1230.1150, the state of Minnesota reciprocally debarred Hunt's Carpet Service until that date as well. Two of the affected workers shared their gratitude:

*"I would like to thank everybody for the help on recovering the money that was owed to me. Now my kids will have their first house."*

— Troy Gorham

*"I am very thankful and grateful to recover money that was earned and also it's great to provide for my daughter. I've now got a great new job. I have worked for other companies and have not been paid. It was great this time to be able to recover this money and a huge thank you to everyone that was involved."*

— Ryan Hanson

(From L-R): Hunt's employee Troy Gorham, NCSRCC Business Representative Jeff Miller, FCF Investigative Attorney Kem Tae Lynch, former Hunt's employee Ryan Hanson, FCF Executive Director Mike Wilde and Assistant Hennepin County Attorney Jim Farrell representing Hennepin County Attorney Mike Freeman's Prevailing Wage Enforcement Unit.



## Our Mission

The Fair Contracting Foundation promotes prevailing wage law education, compliance and enforcement. It advocates for practices, policies and laws that ensure fair government contracts, a strong local industry and protection of the public interest. We're here to help. Give us a call at 651-797-2726.