



16 September 2016

M. Luis Construction Co., Inc- Irvin Lewis
326 St. Paul Place, #200, Baltimore, MD, 21202
410.545.0641 x.421 (phone) 410.545.0643 (fax)
www.mluisconstruction.com

RE: Contract #IR12310- Reconnecting West Baltimore/Fulton Ave Bridge over US40
FAP. No. NHPP-234 1(46) E, S.H.A No.BC420005
Local Labor Hiring Pilot Program
(LLHPP)

M. Luis considers this opportunity to participate in this initiative a privilege, and have done what we can to date to be in compliance with the LLHPP. However, the limits given to us in regard to the initiative seemed vague and we did run into issues along the way in regards to hiring for both the LLHPP and the OJT program requirement. We were originally slated to have no more than 10 members on a crew for the concrete work scheduled, and exceeded that number to accommodate the new employees for these two programs. We were not given a specific goal number starting out, so we essentially had to evaluate our company's needs and base the hiring goal from that evaluation. The bulk of the work needing to be completed on contract TR12310 was electrical and only a small amount of asphalt and concrete in comparison. In the future we recognized that we as a company should reach out and communicate any issues with compliance that we foresee so that we can have the Issues

To determine exactly how many participants, we would have in LLHPP we had to evaluate the scope of work MLC would be performing to determine the openings with classifications needed most for the life of the project. and for the potential participants to be not only hired by M Luis for this project, but kept long term (exceeding the span of this particular contract). We spoke with and reviewed the scope of work to be performed by our subcontractors to determine if any participants could be hired by their companies. However, the subcontractors subsequently declined for different reasoning, mainly that they have employees currently hired that they were obligated to keep working. In addition, most of the subcontractor's work did not exceed a long enough period of time to take in a new hire, or do not do crew work in the same capacity our company. We considered it a disservice to the initiative, the sub- contractors, and most importantly the participants for them to be temporarily hired for a brief period of work and then be subject to unemployment once the sub portion was completed.

M. Luis Construction, as with most other construction companies, have crews who are either dedicated to exclusively concrete work or exclusively to asphalt work. With that in mind, we chose to pick a classification that would allow the participants to work on the jobsite for the entire duration of the contract. Management then identified "flagger as the classification that would allow participants to remain on the jobsite for the length of the project. Unlike the OJT Program, which allots the participants the flexibility to be moved from contract to contract as long as it is a Federal Contract, the LLHPP requires that participants work exclusively on this contract. However, when the participants were not working on the above mentioned contract, they were sent to other jobsites to work.

Contract TR112310 also had an OJT Training requirement of 3 participants in addition to the expected hires for LLHPP compliance. Two hiring program compliances on one contract proved to be problematic in regards to establishing a number of hires that was attainable on a crews for asphalt or concrete that were supposed to support no more than 10 persons. It was specified in the OJT Training Program that 3 trainees were required and with that being understood we needed to be



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realistic about our capacity for new hires on this one contract. Management concluded that 2 participants would be an attainable number of new hires in addition to those 3 new hires from the OJT program, bringing our total number of new hires for this contract to five people.

M. Luis Construction has an established relationship with MOED, CFUF, America Works and other local workforce development agencies and routinely uses them for recruitment for the OJT program. With the goals of both programs being similar we decided our hiring approaches for both programs would mirror each other. After listing our two open Flagger/MOT positions, we were successful in our goal to hire 2 participants. The two new hires both had previous construction experience, one being obtained through MOED (Norman Henderson), the other (Vincent Jones) was a walk up applicant to one of our jobsites near where he lived. In the future, those directing the program should meet with the contractors prior to the notice to proceed so that more extensive planning can go into the hiring initiative.

Irvin Lewis Irvin.Lewis@mluisconstruction.com
Field Project Analyst / Community Relation Builder
240-476-6824 (mobile)



M. Luis Construction Co., Inc.

Tiffany Johnson

410.545.0641 x.209 (phone)

410.545.0643 (fax)

www.mluisconstruction.com

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Local Labor Hiring Pilot Program (LLHPP)
Tentative Hiring Plan

M. Luis Construction Co., Inc. currently anticipates utilizing a crew of at least 8 people and at maximum 12 people for all work to be physically performed by M. Luis. In response to compliance with the Local Labor Hiring Pilot Program (LLHPP), we will be looking to hire at least 4-6 people to complete all tasks scheduled, and our tentative start date will be August 22, 2016. Our main hiring sources will be MOED, and organizations to include The Center for Urban Families, America Works, and Second Chance. The positions listed for hire will various laborer positions to include, a flagger, luteman, concrete surfacer, and a general laborer.

In addition to M. Luis' 4-6 positions, we will be reaching out to those subcontractors who are scheduled to have significant amounts of work to participate in the LLHPP, and will send an update with their plans for hire. M. Luis is committed to helping our subcontractors with the listing and hiring process and will report their participation as instructed by the City of Baltimore.

Should you have any questions or concerns, please do not hesitate to contact me directly using the information below.

Tiffany Johnson
HR Administrator
M. Luis Construction
410 545 0641 x.209 (o)
240 708 1322 (m)
Tiffany.Johnson@mluisconstruction.com

M. Luis Construction Co., Inc. is a certified MBE & WBE Contractor

326 ST PAUL PLACE, SUITE 200
BALTIMORE, MD 21202
410-545-0641 (PHONE)
410-545-0642 (FAX)

12200 PLUM ORCHARD DRIVE, SUITE 110
SJLVER SPRING, MD 20904
410 545-0641 (PHONE)
410-545.0643(FAX)

7705 POPLAR HILL LANE
CUNTON, MARYLAND.20735
301-868-8903 (PHONE)
301-868-8907 (FAX)