

Partnership Update

LECET INNOVATIONS

QUALITY PARTNERING FOR SUCCESS



December 2009

NCCI LAUNCHED IN DC PRAISED BY DIGNATARIES

CTER/LIUNA Lauded for being catalyst for a new national program between Union Building Trades; Senator Dorgan and Congressman Dicks show excitement over new approach to Indian Reservation unemployment issues. Five Tribal Labor Agreement projects will be funded to start 2010 effort.

By Pat Smutz, Communications Director, NW LECET

WASHINGTON, DC -Congressman Norm Dicks, the Democratic Chairman of the House Interior Appropriations Sub-Committee, and Senator Byron Dorgan, the Chairman of the Senate Committee on Indian Affairs brought heartfelt words of praise and encouragement to the launch of the Native Construction Careers Institute (NCCI) during the press conference and NCCI-sponsored events held at the US Senate Visitors Center in Washington, DC recently. Both cited the need for such an innovative program as the one NCCI embodies with its partnership between Native American tribes and 14 out of the country's 15 International Construction Unions.

The Council for Tribal Employment Rights' (CTER) CEO and President, Conrad Edwards conducted the briefing while also introducing the institute's mission and goals to the crowd representing the US Senate and House, Department of Labor, Department of Interior, and numerous International Union officers and Staff. Mentioning the humble beginnings of an idea that became an officially sanctioned CTER/LIUNA initiative, and how the NCCI program grew with such rapid popularity, Edwards further commented that the partnership between construction unions and tribes was an idea whose time had come.

Mark Ayers, President of the AFL-CIO's Building and Construction Trades Department (BCTD), the huge union International group that represents 12 of the major construction unions covering construction workers in both the US and Canada, spoke on how it was the BCTD's honor to be involved with such a program that would help bring the American Dream to some of America's most impoverished areas such as many Indian Reservations endure. He further commented on how the effort was going to be worked out nationwide, for projects within a geographic area's Building Trades Unions and Indian Reservations, with partnerships being formed on a project-by-project and tribe-by-tribe basis.

"The only way this will work is with an agreement such as a Tribal Project Labor Agreement on a project-by-project basis with individual tribes" affirmed Ed Hensley, the North American Native Liaison for the Laborers International Union of North America (LIUNA). "The whole premise of the original NCCI initiative that Conrad [Edwards] and I signed onto a few years ago was to take training to the reservation and help tribal members find jobs on and near their own reservations. We had high hopes of getting all the other building trades unions involved, but our super-success ratio of trainees going directly into jobs made things accelerate beyond our long-range plans."

At one of the three scheduled events surrounding the NCCI launch day, Bob Krul,



2010 NCCI Becomes National Program: Ed Hensley, LIUNA; Mark Ayers, BCTD President; Conrad Edwards, CTER CEO, and Dan Press CTER General Counsel at NCCI official launch.

Laborers Union Tribal Partnership Update

CHANGING LIVES - BUILDING FUTURES



CTER and Laborers' LECET Form New Partnership

With over \$200 billion dollars worth of proposed construction projects to be built on or near (within 10 miles) of the country's Indian Reservations, opportunities abound for tribal members willing to acquire a career as a Construction Craft Laborer. That is what John Navarro, President of the Council for Tribal Employment Rights, Ed Hensley, LECET's Northwest Region Construction Representative, have been telling government officials recently.

Pipelines in Wyoming, water projects in Montana, salmon culverts in Oregon, casinos in Washington, windmill farms in North Dakota, and buildings in Alaska are in the planning stage and they are also in Indian Country. These six states are now the target markets for a proposed pilot training program that will put tribal members through a two week training program making them eligible for jobs at entry-level journeyman positions.

"We have a partnership with the Laborers' Union that I know will help put tribal members into union construction careers. This will improve their quality of life significantly" commented Navarro. "We often say that Indian Reservations have the most partially trained people in the country. What the Laborers are offering us is solid career paths that pay very well and have good benefits for their families."

Using the Tribal Labor Agreement signed last year between the Fort Peck Tribes and the Laborers' Union as a model,

the effort calls for the partnering of tribal entities, Tribal Employment Rights Offices, and the Laborers to secure the use of freshly-trained tribal members by union signatory contractors.

"We intend to utilize Indian Preference ordinances, tribal labor agreements, project labor agreements, the union's training capabilities along with union contractors as the catalyst to make this happen" said Hensley while speaking before government officials. "We need money to train able-bodied tribal members who sincerely want to make a career in the construction industry, and that's why we're here today. We have need for workers and our tribal partners have a need for good paying jobs."

Emphasizing that America's construction workforce ranks are thinning due to the increase in baby-boomer generation retirement, affecting all American industries, the new partners presented construction data prepared by LECET showing projected construction growth areas.

"The six target states' tribal communities are experiencing tribal unemployment rates that are unacceptable. There are opportunities here that we just can't pass up" noted Conrad Edwards, CTER's Vice President of Special Projects. "There is so much work out there that our tribal members could be doing and the Laborers are helping us get ready to put them to work."



From Left: Conrad Edwards, Vice President of Special Projects for CTER, John Barkley, Umilla Tribes General Council Chairman, Ed Hensley, Laborers' LECET Representative, John Navarro, President, CTER, and Dan Press, CTER General Counsel

2007 Tribal Partnership Update: Founding meeting of NCCI original partners, Conrad Edwards, John Barkley, Ed Hensley, John Navarro, and Dan Press.

Special Assistant to BCTD's Ayers, told the group that he had heard about the NCCI program when he was contacted by Ed Hensley and informed of the to-date progress made through the CTER/LIUNA partnership.

Hensley, the Co-Founder of the original NCCI demonstration project was mentioned by a number of people at the meetings as being someone who had 15 years of working for the Laborers' Union in Indian Country. He's further known as someone who has worked tirelessly to make connections with tribal officials while continually improving the overall strategy of the Laborers' Indian union-access process.

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LIUNA HELPING TO PUT UNION CONTRACTORS INTO INDIAN CONTRACTOR MENTOR POSITIONS

Contractor Mentor Program helps develop Indian-Owned construction contractors that will pay family supporting wages to tribal members on and near reservations.

Recruitment is underway to add to the list of union contractors who are willing to mentor and joint venture with Indian-owned contractors and startups. Citing a surplus of missed opportunities for Indian contractors on their own reservations, tribal leaders are working with Ed Hensley, North American Native Liaison and Construction Market Representative for the Laborers' Union to correct the problem.

"We are helping to put together large and small union contractors with Indian Contractors who need a little help in getting bids, smoothing out logistics, and learning about new innovative strategies for securing

jobs for their companies" said Ed Hensley during a meeting with tribal leaders. "We are recruiting established contractors who want to help build up an Indian-owned base of general and sub-contractors. We are also creating a database of contractors who want to be mentors and partners as well as those who are Indian contractors and startups who want their help."

One of the major components of the Contractor Mentor Program is to work with the established partnership with CTER's Native Construction Careers Institute's (NCCI) Entrepreneur Program. The relatively new program is a successful venture that a

number of tribes have already successfully used to create more tribal member-owned construction contractors on their reservations.

"First we have to identify the contractors who need help, and identify those who want to help them succeed in the construction contracting business" commented Hensley, "and we are well on our way to doing just that.

The NCCI program will become a way for skilled tribal members to take their abilities on to the next step by becoming contractors and then provide their fellow tribal members gainful employment in the construction industry."

NCCI AT WIND RIVER

First 100 hour module completed amidst praise for students and instructor on reservation

The Native Construction Careers Institute (NCCI) has finished its first 100 hour phase of its Remodel, Renovation Class at the Wind River Reservation in Wyoming. Class instructor, Dan Kowalski, has been making TERO and Housing department officials happy on the reservation not only with the quality and versatility of his teaching methods, but also with the practical class projects the tribal officials have lined up for his class to use to learn their new skills on.

Kowalski, the lead instructor used by CTER's NCCI program, has found himself being rewarded and honored by tribal officials from all over the mid-west when he completes the courses assigned to him by NCCI.

"I really think the tribes like the fact that I come in and adapt quickly to their on-site situation along with the fact that I believe in the mission of making their tribal members employable in the residential and light-commercial arenas" noted Kowalski after his most recent completion of one of his self-designed class modules. "I appreciate the students' willingness and eager attitudes to learn new aspects of the remodel industry and the great support from the tribal agencies."



UPPER: NCCI Graduates display their diplomas and pride at class graduation ceremony. Remodel instructor Dan Kowalski pictured at right side in black t-shirt. **LOWER:** Practical project of tiling, flooring and door hanging at Wind River Reservation.