

Meeting Minutes
 Prevailing Wage Advisory Committee (PWAC)
 June 29, 2020
 9:00pm – 11:30
 Zoom

Attendees (taken from a screen shot of the participants list): Megan Kistler, Yvonne Nemes, Bonnie Dressel, Jim Christensen, Josh Swanson, Aaron Nelson, Andy Kaplowitz, Ashley D., Benjamin Morse, Brian Noble, Bruce Chattin, Candice Truitt, Carol Moore, Cassie, Cesar Villalobos, Chris Bowe, Chris Kramer, Derek Patches, ehunt, Ellen Saline, erlm235, Greg Bowers, Harvey Means, Jamie Blacksmith, Jason Brewer, Jeanette Aranda, Jeannet Santiago, Jerry Underwood, Jesse Sanden, Jessyka Fuhrman, Jim Kaltenbaugh, Joe Gaylor, Joey Bolden, John Adams, Jolene Skinner, Kara Hansen, Karissa Bringhurst, Kassi Buffan Kris Ash, Krystal, Laura Herman, Maggie Douglas, Mario Silva, Matt Chapman, Megan Bloch, Michael de Give, Miriam Moses, Monty, Monty Anderson, nclement, Neil Hartman, Nicole Blackwood, Reasa Pearson, Richard Newton, Ryan Berendsen, Scott Middleton, Sean Anderson, Shari Reiter-Johnson, Stanley Joshua, Stuart Sorrell, Susan Humbyrd, Tammy Ferris, Taylor Vanhulle, Tiffany Huff, Todd Mitchell, Trevor Smith, Elaine Jensen, Wendy Novak, 1360****317, 1360****550, Lee Willeman.

Agenda Item	Discussion
Opening Remarks Introductions	Jim Christensen – L&I <ul style="list-style-type: none"> • Welcome • Safety Tip: I would like to make a public service announcement that a number of people in our society are at a degree of economic security that could be tenuous. This effects service sector and other workers. A whole bunch of people have lost their jobs due to Covid. Folks in our line of work are able, to a large degree, work remotely. We are generally not losing our jobs, our salaries and benefits are secure. We are safely working from our homes. The reason why I mention this is because Non-profits and service organizations are needing people’s help, and I hear that people are giving what they can to food banks and so forth. I thought that I should mention that right now we have some people who are needing our help, if that makes sense to you.

<p>PWAC Draft Meeting Minutes from Dec 4, 2019</p>	<p>Jim Christensen – L&I</p> <ul style="list-style-type: none"> • Introductions: L&I is happy to meet with you in this advisory committee meeting, comprised of Prevailing Wage, Awarding Agencies and Business representatives.
<p>General Topics: -Covid -Intents & Affidavits -Customer Service -PW1 -Determinations</p>	<p>Jim Christensen – L&I</p> <ul style="list-style-type: none"> • Covid: I’ve got some points that tell you how the program has fared during Covid-19. When Covid hit we had 60% of staff equipped with laptops, fully equipped to work from home. Fortunately, L&I had recently stopped sending used laptops to the state surplus, allowing our program, and the entire agency, to work remotely. We were able to very quickly set up everyone with the appropriate software to work from home, even our customer service people who answer the phones. We have software based phones, we can process intents and affidavits remotely and do business via email. This all happened within a two to three week time period. <p>Jim Christensen-L&I</p> <ul style="list-style-type: none"> • PW1: I would like to share some performance numbers that show the intent & affidavit processing backlog, with which we’ve struggled with for some time, has been cleared up in a flash. In a blink of an eye, the intent and affidavit backlog was taken care of. We had a backlog in PW1; incoming requests for technical assistance. That is a very busy email folder. We get 4 dozen complex, technical questions come in each day. We had been running a backlog of 2-4 weeks, but once we started working remotely that backlog cleared up as well. <p>Jim Christensen- L&I</p> <ul style="list-style-type: none"> • Determinations: Determinations have been cleared up as well. Prevailing Wage is working at least as well as it did before Covid. You shouldn’t have problems with your members doing business with Prevailing Wage. We’re here and we’re on it. The last bullet point here in on determinations. In your packet, past the minutes, there will be three determinations. There is a valve actuator determination that labor waited for and now it is finalized. There is another called the third-party vendor. The third-party vendor is about removing scrap steel from the Alaskan Way viaduct demolition project. Apparently the steel had some value. A business paid a subcontractor for the right to come in and haul away and sell that steel.

The subcontractor was not paying this business to remove the steel, the business was taking the value of this steel as payment for doing the removal. This business was under the impression that because the subcontractor was not paying them, this work wasn't at the cost of the state or the municipality. L&I did the analysis, drawing the conclusion that Prevailing Wages in this case did apply due to the steel itself having value. We've had similar questions come up from time to time. Basically it is an exchange of items and value, which will also be at the cost of the state or municipality. So we applied Prevailing Wage to the hauling of steel away from the Alaskan Way viaduct demolition project. There was also one for steel pile for concrete pile casings. This is where a business manufactures and sells pieces of piling which looks an awful lot like steel pipe in various standard sizes. We drew the conclusion that many of the pilings are standard items, not requiring Prevailing Wages. Those are the three determinations in your packet. Are there any questions?

Bruce Chattin – Washington Aggregates & Concrete Association

- Jim, a question for you on the steel salvage and items of value. Could you further explain how that might reply to overall recycling of materials? What seems to be the direction or perspective of the department formally or informally?

Jim Christensen – L&I

- It really is fact specific. With this one we call third-party vendors, the company taking possession of the steel did not get paid. With most recycling stuff I think the business winds up failing a customer, and if we had that fact set it would've certainly been different from the one we've got here in this determination. My recommendation is to read the determination and if you have any questions, let us know. Or if you have a fact set come forward with one of your members, we could look at that fact set too. We see this question from time to time, and L&I's position has always been that if you barter for construction work, alteration, repair, then it does not immunize that work from a Prevailing Wage requirement that would otherwise be present.

Jim Christensen – L&I

- **Intentions and Affidavits/Customer Service:** I mentioned the intentions and affidavits earlier; our form receipts are a little more robust than they have been in previous years.

This is common as they have been on the rise for many years. Also when we started working from home, our turnaround time on Intents and Affidavits has been reduced drastically since Covid hit.

Josh Swanson- International Union of Operating Engineers Local 302

- Hey Jim, what about contract release? What's their turnaround time like?

Jim Christensen- L&I

- That is a good question, and that is a question which I do not have an answer for.

Josh Swanson- International Union of Operating Engineers Local 302

- Doesn't it effect the affidavit process time?

Jim Christensen- L&I

- I don't think so. I think that the affidavit has to be in place, approved and certified before the release process can commence.

Laura Herman- L&I

- Jim is correct. The affidavit is generally required prior to the notice of completion being submitted to the contract release folks at L&I. Sometimes there is an exception in the probability that something will never be obtained and they work around those issues. Generally those affidavits are in place.

Josh Swanson- International Union of Operating Engineers Local 302

- Thank you. Obviously the form processing is awesome. I knew that the contract release was a concern a few years back. I didn't know if that was in play or not.

Chris Bowe- L&I

- Contract release reported that as of last week they're at 12 days. On average it is 12 days from the time they open up the contract, to the day of release.

Jerry VanderWood- Associated General Contractors of Western Washington

- That's great news. Great work.

	<p>Jim Christensen– L&I</p> <ul style="list-style-type: none">• Any other questions, comments, observations? <p>Scott Middleton- Mechanical Contractors Association of Western Washington</p> <ul style="list-style-type: none">• Is the new requirement in SB5035 playing into the contract release times at all? <p>Jim Christensen– L&I</p> <ul style="list-style-type: none">• Performance Numbers: Good question. Chris might have more perspective on this. The payroll record submissions don't really have much impact on the processing of the intent & affidavit forms. We don't really compare the documents, they're independent. Even though I have heard our electronic certified payroll submissions have been exploding in volume. <p>Chris Bowe- L&I</p> <ul style="list-style-type: none">• And the volume has exploded. It will play out a little bit in expediting the contract release because when you have the hours that are more readily available as a source in the system, then comparing them to hours recorded in industrial insurance, it's a part of the check. Having that check and balance in place, easily accessible will speed up our process, and we're seeing that now. <p>Jim Christensen– L&I</p> <ul style="list-style-type: none">• There is a final item in our performance numbers list. This is our strike and debar summary, and as you can see, business and the notices of violation are similar to previous reporting periods. There is an up-tick in industrial insurance violations in the beginning of 2020 as compared to 2019, but I think we've had that conversation last PWAC, with industrial insurance making some changes in how it recognized violations. <p>Reasa Pearson – L&I</p> <ul style="list-style-type: none">• I can speak to that. There was a systematic issue that is now fixed and those strikes are now in record, this is why you see an increase. Going forward the numbers will be consistent with what they have been in years past, now that the issue was fixed.
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	<p>Jim Christensen– L&I</p> <ul style="list-style-type: none"> • Good. Thank you Reasa. Any more questions on the strikes and debars? <p>Josh Swanson– International Union of Operating Engineers Local 302</p> <ul style="list-style-type: none"> • I’m curious if 5035 caused NOV’s to increase in fiscal year 2020? I’m wondering if that’s effectuated by the 5035 legislation. <p>Jim Christensen– L&I</p> <ul style="list-style-type: none"> • That is a good question. in fiscal year 2019 we did 15 wage NOV’s. In this current year we have done one more than we did in 2019. It’s almost neck-and-neck. L&I is looking into enforcement operations now that 5035 is live. We are pulling data and it is raising more questions that it resolves. If the question is “How is L&I doing while implementing 5035?” Well, L&I is actively looking into that. I think 5035 suggested that L&I would be issuing more notices of violation and applying more penalties so we should see a rise in that. <p>Andy Kaplowitz– Associated Builders & General Contractors of Western Washington</p> <ul style="list-style-type: none"> • Hey Jim, I think it’s also possible that because of the agreed upon increases in the consequences for the violation, this helps the folks who are willfully violating, to take another look at their decisions. <p>Jim Christensen– L&I</p> <ul style="list-style-type: none"> • That is a really good point. It should have a deterring effect and L&I would prefer that contractors self-select for compliance. That they would decide on their own, find out more about Prevailing Wage as to not make inadvertent errors-or deliberate errors. We would like to see the industry be in compliance and it could be, 5035 will have that effect. <p>Josh Swanson– International Union of Operating Engineers Local 302</p> <ul style="list-style-type: none"> • That’s a great point Andy because 5035 does allow for a waiver for the first violation. I don’t know if that is a mechanism contractors are opting to use, that probationary strike if you will.
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Andy Kaplowitz– Associated Builders & General Contractors of Western Washington

- Hey Josh, that’s a really great point. Jim, can we see how many folks opt out of the mechanism? The buy that was added in. We want to be able to discern between the willful and the inadvertent. It would be interesting if you could break down those metrics for us so we can see that.

Jim Christensen– L&I

- Yes, agreed. And Josh does have a good point. That is what we are investigating when we go through the data. 5035 has specific provisions for the contractor in the form of an initial freebie. And what’s happening is that they’re using the “get-out-of-jail-free” card, and we have been looking into that data, and we’re asking ourselves if this is what we are seeing.

Miriam Moses– REBOUND

- Jim, this is Miriam, can you hear me? I was just wondering, that of the NOV’s that are appealed, do you have any information on how many of those had been successful? You have 8 appeals on the NOV’s in 2020. I was wondering if any one of them were successful.

Jim Christensen– L&I

- An appeal in the current fiscal year would have triggered the movement of that file toward hearing. Those wouldn’t have been resolved unless they were settled using a compliance premium.

Miriam Moses– REBOUND

- So what we are looking at probably hasn’t gone to hearing yet?

Jim Christensen– L&I

- That is correct.

Miriam Moses– REBOUND

- Oh, okay. Thank you.

Jim Christensen– L&I

- No problem.

Scott Middleton- Mechanical Contractors Association of Western Washington

- Hey Jim, I see that the number of debarments for contractor registration and industrial insurance violations is up substantially in fiscal year 2020, versus fiscal year 2019. Is that because of a bigger emphasis on that category by L&I? Could it be the market? Some other reason? Thoughts?

Jim Christensen- L&I

- Maybe Reasa could help us out. I noticed that number of contractor registration debarments was 47 in fiscal year 2019 and 34 in 2020, so it fell a little bit. The rise was in a category called Contractor Registration & Industrial Insurance violation. Reasa, what can you tell us about that?

Reasa Pearson- L&I

- It is probably due to the number of industrial insurance violations that was accidentally pulled in with the system errors. That would be because some of the violations that were made a strike had a corresponding contractor registration, which resulted in a debarment. There is no way to know.

Jim Christensen- L&I

- Yeah, so we don't know. I think that movement from the 22 to 30 in two comparable periods could fall within regular sampling error. There really couldn't be a long-term increase in that. We don't know of any effort on L&I's part to get tougher with contractor registration and industrial insurance violations.

Jim Christensen - L&I

- **Residential Survey:** Well we may as well move on to our next topic of the residential survey, and I know people who are interested in that. I will not be able to announce the rates to the group as we have not finished calculating them. But we have a visual that is a map of Washington that describes what we're finding in a general sense. This map shows how many reports L&I receives across various counties. All or nearly all of the residential trades can be calculated in king county for example because we received that much data. This would indicate 16 to 20 results. The next shade of blue, those counties between 11 and 15 results. White counties indicate that we didn't get any results.

	<p>Andy Kaplowitz– Associated Builders & General Contractors of Western Washington</p> <ul style="list-style-type: none"> • First of all, getting over 20 percent response on a survey is nice. That is a good critical sampling. <p>Jim Christensen– L&I</p> <ul style="list-style-type: none"> • Yeah and I have more data below. Bear in mind this map of Washington shows that there are 780 possible new prevailing wage rates. That would be 20 trades times the 39 counties in Washington. So the majority of residential prevailing wage trades across the state will not be changes by this data. <p>Josh Swanson– International Union of Operating Engineers Local 302</p> <ul style="list-style-type: none"> • So Jim I have a few questions. Starting with the counties with little or no data, I assume they will be put on an inflationary adjustment system? <p>Jim Christensen– L&I</p> <ul style="list-style-type: none"> • That is a good question and I wonder what the committee has to say about that. This also caused L&I to do an interim calculation. We had to go back to a specific date and bring those residential rates forward, the ones that did not come from a CBA. Those rates had been frozen since the last residential survey, which was many years ago. We used a wage escalator specific to the construction industry. The legislation didn't tell us to do that periodically, but in implementing 1743. <p>Josh Swanson– International Union of Operating Engineers Local 302</p> <ul style="list-style-type: none"> • Okay. I know you can't speak to the results, but did you use a statistical threshold? I know your predecessor did that. <p>Jim Christensen– L&I</p> <ul style="list-style-type: none"> • The legislation didn't tell us specifically to make that periodic wage escalator adjustment. If we wanted to do that doing forward with legislation or rule making. It is possible L&I has the authority to get that done with rule making, which will be easier with consensus. So if you want to tee the ball up for that conversation in next PWAC, we can do that. <p>Josh Swanson– International Union of Operating Engineers Local 302</p> <ul style="list-style-type: none"> • That sounds good.
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	<p>Jim Christensen– L&I</p> <ul style="list-style-type: none"> • L&I is open to having that conversation. We can put that on the agenda. <p>Miriam Moses– REBOUND</p> <ul style="list-style-type: none"> • Hello Jim, can you hear me? I want to add to Josh’s question. In the survey, in counties with no wages, are you going back to prevailing the wages after the COLA was calculated? Or are you going to do the pre-COLA wages and prevail those? <p>Josh Swanson– International Union of Operating Engineers Local 302</p> <ul style="list-style-type: none"> • Are there wage rates going back from the COLA adjustment? <p>Miriam Moses– REBOUND</p> <ul style="list-style-type: none"> • Exactly. If you wages from the pre-COLA amount, and you have calculated COLA since then, are you going to take wages from the survey or the questions from the COLA? Is that your question Josh? <p>Josh Swanson– International Union of Operating Engineers Local 302</p> <ul style="list-style-type: none"> • Yeah. If you calculate a wage rate and it is less than the COLA adjustment, because of legislation, does the COLA rate prevail or the lower survey rate? <p>Jim Christensen– L&I</p> <ul style="list-style-type: none"> • I do not know what the rates are going to be and we have taken a peek at what would be the prevailing wage rate right now if the data doesn’t change. While statistical surveying, what takes time is cleaning up the data. As we’re looking at the data, we can see what the rates look like they will be, and for the most part, we are seeing rates that are higher. Some are a little less. But the current rates are the post-COLA adjustment. When we have a post-COLA adjustment and a survey, and we calculate a new rate that is lower, that lower rate will then prevail rather than the COLA rate. <p>Andy Kaplowitz– Associated Builders & General Contractors of Western Washington</p> <ul style="list-style-type: none"> • I have a question about the counties that have no survey response. How is it calculated? Is it county specific?
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Jim Christensen– L&I

- Great question Andy. The law did not tell L&I to look at a wage survey and adopt the average wages of the survey. They pointed to an index that is a wage-increase/wage-decrease index. The index just tracks the movement of construction wages over time. If construction wages increase statewide by 10 percent, that is what we do, according to the legislation.

Andy Kaplowitz– Associated Builders & General Contractors of Western Washington

- Thanks!

Monty Anderson- Seattle Building Trades

- Jim this is Monty. On the list there are counties with survey results. Is there any way to see which counties reported which trades?

Jim Christensen– L&I

- Yes, if we scroll up and look at the graph we can see which counties have the most new calculations. What we don't have is a panel for each of the trades. We didn't bring that. Generally King and Pierce and Spokane are going to have the most data.

Jim Christensen– L&I

- **Staffing:** Yvonne had just notified me that we missed a topic which is staffing. We always talk about our staffing changes in our PWAC meetings. Since that last PWAC meeting we have on boarded a gentleman named Harvey Means. Harvey comes to us with a law degree and a shining reputation. I can tell you that it is accurate. We also promoted Bonnie Dressel from her IRA 2 position to IRA 3 position. Chuck Ziegert also made a similar upward motion. Harvey, Bonnie and Chuck are three amazing team members.

Jim Christensen– L&I

- **EAP Rules:** We did get a suggestion, and it has to do with the new rules surrounding administrative, executive and professional. These are exemptions from the chapter 4946 which is our minimum wage statute. Before I make any incorrect assertions, I am going to hand this over to Ellen Saline?

Ellen Saline – L&I

Hi everyone, I'm a policy analyst in the employment standards program. I was assigned the role of updating this rulemaking for executive, administrative and professional computer professional field employees. It will go into effect on July 1st. so timely presentation. I will try to make it quick. These rules determine which workers can be exempt from overtime and other minimum wage protections. These changes will effect a specific subset of employees. These rules haven't had a major update since the 1970s. Many years of rules that have lost their protections. Generally speaking there is a three part test with a few exemptions: salary basis, salary level and the duty test. So keeping that in mind, we made updates to two of those requirements; job duty and salary threshold. There are separate duties test for each of the professions types, and the actual job duties are considered in this test. I wanted to focus on the executive exemption. Are foremen and project superintendents exempt? I would like to do a quick example to speak to that. Just as an example to meet the executive exemption, you need to have the primary duty of managing a business or distinct department or sub-division. You also need customarily direct the work of 2 or more employees. You also need to have the power to hire/fire employees. The final requirement is that person must be paid on a salary basis, higher than the established minimum. The next slide shows the salary thresholds and schedules. When these rules are fully implemented 2028, the weekly threshold will be roughly 16,000 dollars a week, so we are trying to give folks time to adjust to that change. Any questions?

Jerry VanderWood- Associated General Contractor's of Western Washington

- This executive exemption with three points, the second and third, hire-fire as well as supervising 2+ FTE. That seems pretty cut and dry. I'm thinking of a foreman, is that enough to qualify?

Ellen Saline – L&I

- Good question. It really will vary from case to case. I encourage you to look into Admin policy ESA 9.3 provides a lot more guidance. It has been filed on the website on Friday.

Jerry VanderWood- Associated General Contractor's of Western Washington

- Thanks.

Jim Christensen – L&I

- Thank you Ellen. A foreman is usually a member of the crew who also does construction stuff so, historically the Prevailing Wage program has seen them as a construction worker as compared to a superintendent. That would be a better fit for the executive exemption. Their work is in fact executive. It sounds like Ellen is looking at the specific fact sets. Very good, thank you so much Ellen.

Josh Swanson– International Union of Operating Engineers Local 302

- Hey Jim, I agree with you on the foreman piece. Many times they are contractually recognized as being working personnel. And thank you Ellen.

Jim Christensen – L&I

- Yes thank you. Do we have any other questions or comments?

Jim Christensen – L&I

- **Focused Enforcement:** And now moving on to focused enforcement. Jolene Skinner did another presentation to cover the data and certified payroll information that PWIA retains. Jolene has done three of these workshops that I have been a part of. We are going to see if we can use that data to spot systemic problems in compliance. So that's my report on focused enforcement. Any questions?

Miriam Moses– REBOUND

- Jim, we were told that we could see monthly reports of certified payroll. We can see if there was a change to the wages, but we cannot see what the wage was changed from. When I get the payrolls, I just get a note that says we paid the wrong wages, but we don't know what they were paying or any restitution. When does the department intent to start generating those?

Jim Christensen – L&I

- The data you are talking about it public facing data. Our system captures much more. This would have been a fantastic question for Jolene when she was doing those workshops. Did you miss that workshop?

Miriam Moses– REBOUND

- I think this goes back to our January PWAC meeting where Reasa gave a presentation outlining the ability to see the changes in the wages, including a monthly report. What the wage was originally, and what it was changed to.

Jim Christensen – L&I

- Generally when we get that kind of data, it results in a referral to our field staff, to be used in an investigation.

Miriam Moses– REBOUND

- Okay thank you.

Joey Bolden- NW LECET

- Given that it is harder for contractors to talk to employees directly, is the department thinking about increasing any investigations into fringe benefit issues? Because of Covid is the department thinking about increasing any action on fringe benefit investigations? Addition personnel?

Jim Christensen – L&I

- In terms of staffing, we are hoping that the legislature throws us another bone. The importance of fringe benefit audit procedures cannot be understated. This is an industrial statistician that this is the most important of all enforcement categories. When contractors exaggerate the value of their fringe benefit, it could sum to be a substantial prevailing wage underpayment. We take this kind of thing seriously. I understand how you could be hamstrung in these current times. L&I has access to the documents, and we could access the workers as well. Did I answer your question accurately Joey?

Joey Bolden - NW LECET

- I appreciate your answer. The tools we have exist. Talking to an employ directly or through email, sometimes it can be vague. What is enough to build off of given the limitations of discovering evidence? I don't know if you have an answer for that.

Miriam Moses– REBOUND

- Just to piggy-back off of Joey’s point, didn’t we have someone who actually looked at the benefits specifically for investigations, to get a copy of the contractor benefits.

Jim Christensen – L&I

- We had a usual benefit specialist at one point in time, but now we have those bases covered by our own Aaron and Ramona. They don’t do full-on fringe benefit investigations. They coach and assist investigators in the field. Any other questions?

Jim Christensen – L&I

- **Rules:** The next topic will be Prevailing Wage rules. L&I has filed a prevailing wage rule for landscape maintenance. Laura Herman is here to assist us.

Laura Herman-L&I

- Yes Bonnie can you pull that slide up? The scope of work description was initiated when the legislature was looking the methodology for setting wages and there had been some concerns raised. AWC made a rulemaking request about that. We have been operating under a series of emergency rules for this scope of work. This carved out a piece of what was landscape construction. I want to thank everyone who participated in the rule making process. This made it much more functional and easier to read. Here is the language of the rule (296.127.03.145). If you need to reference any of the rulemaking documents, you can find it on the main L&I rulemaking website. Do we have any questions?

Miriam Moses– REBOUND

- Laura, I just wanted to say that we are very thankful to your being so receptive to these rule changes and you have done a fantastic job.

Jim Christensen – L&I

- We had a lot of input on the process and it’s nice to have this as a permanent rule. Next Reasa will tell us about the improvements made to PWIA.

	<p>Reasa Pearson-L&I</p> <ul style="list-style-type: none"> We can go through this fairly quickly. A lot of these updates have been spoken about in our demonstration last week. So in the previous releases, in December, we had added an alternative filing method, a lot of updates regarding ESB 5035. Automated payment process, implementing the posting of PWIA debit to accounts receivable collections system. We've gotten a lot accomplished. In March we implemented the ability to waiver penalties for 5035. In our PWCT, we are allowed to display the retainage release date. Also in PWIA, you can now add federal affirmation on their certified payroll reports. Then in April we updated the contractor portal, giving the ability to amend forms more, more optimization, including .XML uploads. Then in May of this year, we have enabled the read-only users to read certified payroll reports. Just to give you an idea of all of the suites we have added to PWIA, we have interconnected all of these system, including our compliance tool which was integrated this last year. Are there any questions? <p>Jim Christensen – L&I</p> <ul style="list-style-type: none"> Thank you Reasa for the update on Phase 4.
PWAC 2020 Meeting Schedule	<p>Jim Christensen – L&I</p> <ul style="list-style-type: none"> Next meeting in October 2020. Let's look forward to the next one. I don't know if it will be held in a physical location, but if not we can continue to use technology to have these conversations. Thank you.
Wrap Up/Adjourn	Jim/All