

## **PARTNERING SUCCESS/OPPORTUNITY STORY**

**Situation:** *(provide a brief description/background of the situation):*

State wide pipe rehabilitation project, ADOT Tracs No. H778501C. Federal Aid Number ARRA-999-A(244)A.

The benefits of the American Recovery and Reinvestment Act (ARRA) were brought home recently to four members of the **San Carlos Apache Tribe**. The act was adopted by Congress last year to stimulate employment with funding for highway projects across the country.

The Arizona Department of Transportation is using part of its ARRA allocation to rehabilitate 78 highway culverts on highways across the state. Polyethylene liners are being placed into the metal culverts to prevent deterioration and extend the life of the culverts.

The project started in mid-February on US 70 on the San Carlos Apache Reservation. The contractor, TCI Construction, was approached in the field by four local residents, Jeron Talgo, Bradford Gamble, Jonathan Johnson, and Marcelo Doselela stopped on the site and asked for jobs. The project manager for the contractor hired them and put them to work that day.

The men proved to be good workers and were offered the opportunity to travel with the crew and continue working until the statewide culvert project is completed. They accepted and are currently working on culverts near Nogales. They are also being trained in traffic control and are working to qualify for certification as flaggers.

**Challenges** *(describe the difficulties/issues/obstacles):*

The challenges that the crew faces is budget and monetary, due to travel expenses.

The work on US 70 within the San Carlos Reservation was completed on Tuesday, March 9. TCI asked all four of the men hired on the San Carlos Reservation to travel with the project around the State and all four agreed to travel with us.

Jeron, Bradford, Jonathan and Marcelo have asked their Tribal Council for assistance with gas and lodging.

However, based on their work ethic, showing up to work on time, being respectful of the traffic safety issues and ADOT policies, I believe that the four man crew is determined to complete this project with us. Based on this assessment the Tribal Council will step up and help them.

**Partnering Practices** *(what were the behaviors, attitudes & steps taken to promote collaborative teamwork?):*

Because of the crew's willingness to travel and that they have learned the system to install the pipe in a timely and efficient manner, the Project Manager is trying to assist the crew where his budget allows by getting them at least 40 hours a week.

Plans are for them to be trained in traffic control with the goal for each to get a Flagger certification.

The project is using a grout pump and they are learning how to run the pump, with the goal to earn an hourly raise.

So, the field is trying, where the budget allows giving Jeron, Bradford, and Jonathan and Marcelo some new training opportunities to develop skills.

**Outcomes** *(results: what happened as a result of the partnering efforts, which may or may not have been successful?):*

These four individuals on the San Carlos Reservation took the initiative to stop and ask for a job and they got it.

Each individual is doing a great job and that is the reason they were given the opportunity to travel. So, by their performance they are keeping their jobs.

**Lessons Learned** *(what insights or new information are you taking away from this situation, whether the outcome was the desired one or not?)*

"Jeron, Bradford, Jonathan, and Marcelo took the initiative to stop at the construction site and had the courage to ask for jobs," said Ed Zinker, ADOT's project manager. "They have exhibited a strong work ethic and are eager to learn new skills. We are pleased that the ARRA funding is creating jobs in this challenging economic climate."

The crew is doing a great job. ADOT is getting the quality and safety standards during the work it requires. They are getting the opportunity to travel to other projects and learn new construction skills.