I'm gonna just share gratefully that my name is Lisa Smith. I use she her pronouns.

I am an older white woman with a white shirt and blurred background. I'm excited to be here today.

And just wanna make sure that if you want to, you can put your name in your.

In your box there, we will be able to send out a recording of this event.

In the future. If you have any questions, any connectivity questions, you can reach out to Sharie who's on this call and she will help navigate all of that.

We also wanna make sure that you know that we will be doing another event in the future. Around safety but right now today we're focusing on construction companies.

And I want to begin first by Thanks Shri, are you ready?

I think we're good. Okay, alright. So good afternoon Lisa Smith here with the Washington State Micronerprise Association and we are here today to talk about what it takes for Successful construction companies to be not only profitable but effective in meeting the needs of their workers with safety and compensation, but also understanding the rules and navigating. All the issues involved we're excited to have 3 speakers today. Monica Guevara, who's the project manager, program manager of the of economic inclusion.

And also Steve Gelb with the Northwest Regional Director, with Emerald City's collaborative.
We're also really fortunate to have, Michael Thames, who is the contractor compliance.

With the Washington State Department of Labor and Industries. I'm sorry if I mispronounced your names.

What I would like to do to begin first is to just share a little bit about, WSMA and why this work is so important to us.

We have been working with.

Non-profit organizations for a number of years to help them help small businesses do their work more effectively.

And this is just one avenue, one strategy we have of raising a awareness about the resources available. So I'm just gonna screen share here quickly.

And, say that WSMA has been around for 18 years. Our focus is really about helping nonprofits with technical assistance and training.

We wanna lower the barriers to self employment and one of the ways we do this is help build capacity in the nonprofit that are serving them and doing this work.

So here is a visual of some of the programs we've done in collaboration with and I with employment security and several other nonprofits around the state.

We also do. Provide small grants to nonprofits in order to help them build their capacity to reach new organizations or.

Reach new businesses or new geographic areas. And finally, we have been able to partner with the Department of Commerce and many others.

To create a strategy for every business in the state. To find the resources they need from public. Non-profit and academic partners.

And you can go into this link and reach these resources including LNI and others in the future.
You wanna reach out to us? You can. Here's the social media. Opportunities and I wanted to just say that is the first step.

All right, so. Without further ado. I want to, begin by having each presenter, introduce themselves.

And I'd like to begin first of all with, I'm sorry, Monica.

Could you just introduce yourself in the organization you're with and then Steve and then we'll go to Michael.

Yep, my name is Monica Givara. I go by sheer pronouns.

I am program manager of economic inclusion at Emerald Cities Collaborative. We are a nonprofit.

We have an office here in Seattle. And I am a page Latina woman that's looking a little bit more tan now thanks to a vacation with a fooe background behind me that features the Emerald City's logo.

No pest off to Steve Gulp.

Thank you, Monica. I'm Steve Gelb. I'm the Northwest Regional Director.

With Emerald City's collaborative and. In addition to the work Monica does working with contractors, we do work on workforce development and bringing clean energy projects to.

Disadvantage underserved communities. And I am a white male at home with my family room behind you.

And I will. Passing on to Michael. I believe.

Thank you, Steve. Yeah, Michael, if you could introduce yourself, that would be great.

Hi, my name is Michael Trams. I'm a compliance inspector with the Department of Labor and Industries.
I guess I'm a man little bit dark from doing some traveling.

Wonderful. So, thank you so much. I wanna just begin, Michael. You have an enormous amount of experience and you've worked with probably hundreds of contractors.

We know that it's hard to navigate the process of becoming permitted and bonded, but also just the operations and management of these small companies.

And so I just would love you to begin the conversation and Share your slide deck and help us understand the the big picture and the granular picture as well.

Okay, so I will bring up my screen here. Hopefully this works well. I am not.

Oh gosh, you're gonna be fine.

Is okay. How's that? Are you seeing it?

Yep. Looks great.

Okay, so this is a smaller version, a shorter version of a class that I put on fairly regularly regarding new contractor.

Registration. So it's for folks that are trying to open a contracting business in the state of Washington.

Again, this is a little bit shorter version. I'll make this brief. So new contractor overview.

What is a contractor? So, contractor means any person, firm or corporation who is in the construction business.

To perform new construction alteration and repair work on other person's structure or property. Good rule of thumb when considering whether what you're doing is a contractor.
Whether or not it's in the construction field and if it's adding value to real property. Meaning mowing lawns is not contractor activity.

00:10:26.000 --> 00:10:33.000
Building a wall in your backyard. Is contract activity.

00:10:33.000 --> 00:10:41.000
Examples, building, repairing decks, handrails, painting. The insider outside of a house, roofing, siding, framing.

00:10:41.000 --> 00:10:54.000
Landscaping, fencing, tree removal specifically hazardous. Tree removal. Concrete sidewalks, driveways, patios, any kind of repair to a house or building.

00:10:54.000 --> 00:11:04.000
2 types of contractors in the state. One is a general contractor. The other is a specialty contractor and we will dive into what the differences are.

00:11:04.000 --> 00:11:12.000
A general contractor is allowed to perform more than one trade or specialty. And is allowed to subcontract to other contractors.

00:11:12.000 --> 00:11:22.000
To get the work done. Specialty contractors may only perform the scope of work for which they are specialty, which their specialty is.

00:11:22.000 --> 00:11:28.000
So one trade and are not permitted to subcontract work even in their specialty. To another contract.

00:11:28.000 --> 00:11:39.000
So very important. They're a general contractor can do any of the work. Anything within besides plumbing and electrical?

00:11:39.000 --> 00:11:45.000
A specialty contractor can only engage in their specialty.

00:11:45.000 --> 00:11:56.000
Where are registration required? What are the registration requirements? Excuse me. Register your business with the Department of Revenue meaning a business license in the state.

00:11:56.000 --> 00:12:03.000
A bond, a $12,000 bond for a general contractor. $6,000 for a specialty contractor.

00:12:03.000 --> 00:12:18.000
Liability insurance in the amount of $250,000. Workers comp account if you have workers. Complete a contractor application with the Department of Labor and Industries and pay the application fee.
Advertising as a contractor so all advertising contracts, flyers, business cards must show your contractor name as registered under this chapter and must include your contractor registration number as registered.

A workers cop account is required if you plan on having employees. So the easiest time to do this is when you first set up your contractor registration, with the department and when you open up a.

An LLC say with Secretary of State. At that time, they'll ask you whether or not you want to have employees.

If you have any plan whatsoever of having employees, it's good to open an account because you can have an open employee account and cause no cost to you whatsoever until you start reporting in employees.

Contract verification if you will hire subcontractors you must check with the LNI website to ensure that your, your subcontractor is a registered contractor.

For example, if you sub contract to another contractor doing roofing and citing work, they must be registered as as a contract as a general contractor if they're performing more than one specialty.

You can verify their contractor registration. At verify a contractor trades person or business. And I will show you this website.

A little bit later here. Again very important if you are sub contracting to someone else It is your responsibility to verify that they are registered contractors.

You can be cited by the department for subcontracting to an unregistered contractor. Very important.

Disclosure statement. So this is part of the consumer protection act. And this is required when a contractor is performing work for a Consumer.

Residential project, require disclosure for any project over a thousand dollars. A commercial project requires disclosure for any project of 1,000 to $60,000.
You must keep a sign copy of the disclosure statement. Notice the customer statement for 3 years. This can be easily found.

At our website again under this RCW. RCW 18.2 7.1 1 4.

And you can cut and paste literally right off of this. Cut and paste it into a contract.

This is probably one of the most important pieces. Of performing contractor activity in the state of Washington. Failure to provide this to the consumer not only brings a penalty.

It’s a $500 fine for the first time that you failed to provide it. What it also says is that you may not lean any property.

That with where you fail to provide lean disclosure. So What it means is if you do a job for a consumer, the consumer fails to pay you.

The way you get back money here in the state of Washington is to, file a lean against that property.

If you fail to provide lean disclosure. They can have that lean thrown out as frivolous.

Extremely important. Pay very close attention to this if you plan on opening a contracting business in Washington.

Protect yourself. Protect yourself for the well-written contract that specifies every element of the job.

For example, specify how many coats of paint. The quality of pain when you will start when you will finish who will obtain permits etc.

Don't forget the lean disclosure statement and be prepared to provide the consumer with lean releases from subcontractors and suppliers if they ask for.

That is their right to ask for them and you must provide that.

Plumbing a plumbing system includes potable water, liquid waste, drainage traps and vent typing.
Rain water catchment systems plumbing fixtures. And opportunities such as syncs. Toilets, basins, water heaters, faucets.

Tub spouts, shower heads, hot water tank, temperature and pressure, relief valves, etc.

Now plumbing is designated as any of this work being performed within the envelope of a building.

Very important to differentiate between. Outside of a building, so sewer lines. And water lines that are outside of the envelope of a building are not considered plumbing.

Electrical contractor means a person firm, partnership, corporation. Or other entity that offers to undertake, undertakes, submits a bid for or does the work of installing or maintaining wires or equipment.

That convey electric current.

It is unlawful for any person for corporation or other entity to advertise, offer to do work, submit a bid, engage in, conduct or carry on the business.

Of installing or maintaining wires or equipment. To convey electric current or installing or maintaining equipment. To be operated by electric current without having an unevolved Unsusbanded and unexplored electrical contractors license.

Note the RCW. Rcw, 19.2 8. Is specific to electrical.

Oh 4 one is specific to this law.

Contractor registration here is the website I was speaking of before. So it's a wonderful website.

It has all the all the, all the things that you'll need. To become registered as a contractor and you know go through and make sure you're legal.

It's it's a really good website. It has multiple languages. It's very user friendly I'm quite impressed with it.
At this time. So www.lni.dot.gov.

And depending on what you want to do you can navigate through this with ease. There's a drop down mini to ask just about any question related to contractor and contractor activity.

And you know prevailing wage in any of those type of. Information pieces can be found. At this website.

This is noting verify a contractor specifically. This is where you will go to verify if you're hiring a subcontractor.

If you're simply hiring a contractor. Very smart to check to make sure that they are registered. That they have an employee account open if they choose to have employees.

That they have not been sued before that they have not received infractions before. Very good website. Contact information, contract or hotline.

(180) 647-0982. Contractor registration, plumber, certification, email contact.

As noted, our contractor compliance technical specialist would normally be performing this is on leave right now and ask me to step in form.

Jesse Jamison is his name. His telephone number is listed there. 2 0 6.

8 3 5 1 1 0 7. Jesse and I have been working together for, at 20 years roughly.

He knows this like the back of his hand and he's very responsive. We'll always get back to you.

I he's a use a resource that I use. Almost daily So excellent, excellent contact. And if you have any questions about this stuff.

He is the guy to talk to without a doubt. That brings me to the end of the, the overview.
Excellent. You know, I am. Wondering if any folks in the audience have questions for Michael I know we're gonna do questions at the end but if you have burning questions now feel free to put them in the chat.

And I also just wanted to say how, interesting that was. It's, not usual that we see and know that contractors have to put their contractor license on any flyer, any promotion.

That they have to make sure their subs are all registered. There's just a lot of details there and I know we have I saw a couple of folks on the call that are just starting their construction companies.

So I'm hoping that this is helpful. If you don't have any questions right now in the chat, I would like very much to go to Monica.

And just. Share a little bit about why we're so grateful that you're here.

You know, often businesses don't even know that they can go to L and I with a question before they, before they take any action, they can go without hesitation.

LNI is not gonna get angry or penalize businesses if they have a question if they have. You know, they're concerned about something they can go and get their questions asked without Penalty or fine because L and I once your company to be in compliance.

They want to help you be fairly, you know, accurately permitted. So That's one thing I just want to make sure everyone knows in the audience, but the other part is the business and operations.

Of a construction company and that's why having you hear Monica and Steve is so important.

So. Would you go ahead, Monica and begin your presentation?

For sure.

Go ahead.

Maybe turn off a little bit before. Hi everyone. Let me see if I can get. There we go.
Looks great.

All right, Monica, goodbye. I hear with you, to present a little bit about Emerald Cities and more so about, how we help small businesses, to present a little bit about Emerald Cities and more so about, how we help small businesses, contractors specifically working in the construction.

And more so about, how we help small businesses, contractors specifically working in the construction. And also some of the things that we've noticed so that you if you are helping contractors specifically working in the construction and also some of the things that we've noticed so Emerald Cities is a nonprofit organization.

We started about 12 years ago where national and scope and have presence in about 5 or 6 cities across the US including Seattle so we cover kind of Pacific Northwest Puget Sound Area and basically we work at the Nexus of Environmental Justice and Racial Equity.

So like to say if it's good for the planet and good for the brown people, we're doing it, right?

So, anything that can involve community engagement and making sure that, you know, disadvantaged communities are aware of programs that may benefit them, like energy efficiency programs, whether it's workforce development, whether it's contractor development.

Policy work we're involved in and have our toes and all of those but we're really specifically gonna be talking about contractor development today.

So one of our flagship programs is our e-contractor academy. So that's something where contractors can partake in a six-week program where we talk to them about the clean energy landscape and what that looks like, what type of work opportunities are available.

We bring in speakers from all types of different agencies, government, public private partnerships, etc, experts in the field to talk to them about all these different opportunities.

And we also talk about how to grow their business. So whether it's, you know, kind of the back office, administrative piece, whether it's financing, talk about all of that good stuff in there.

So once the training is over, we do follow up with one-on-one technical assistance that looks like business consulting.
And we have construction experts as well as in house experts that can assist them. And then we’re always looking to connect them directly to work opportunities to make sure that they get those warm introductions to different opportunities.

So. We talk about clean energy opportunities that can take a lot of different shape. So that can be anything from weatherization, healthy homes work, mold remediation, electrification, heat pumps, whether they be, you know, heat air source heat pumps.

He pump water heaters. So anything that's really kind of decarbonizing our built environment.

So that can involve plumbers or likeians that can involve anyone kind of in the weatherization space so insulation you know window installers all types of different trades are involved in kind of decarbonizing our built environment and making it greener and healthier for all of us.

So if you've worked with contractors before you may have noticed that they have a lot of different, and sometimes unique issues that they're facing within this specific industry.

Some are common to other industries as well, but these are some of the most common challenges that we find that contractors face.

So financing being a huge one, there's not a lot of banks out there that are really thrilled to finance construction businesses.

So oftentimes they can be at risk of, you know, predatory lenders approaching them really aggressively or even really high.

Factoring companies, that type of thing. So just something to be aware of and be mindful of, especially in this industry.

Finding work is a constant challenge because the work is so lumpy and, prone to ups and downs and economic factors really affecting how much work there is out there.

It's really challenging within this industry. It's really not a consistent type of work environment. So it is not for the faint of heart.
Bonding can be another challenge and making sure that they have sufficient funding, especially if they're gonna be working in public works and government type of contracting.

Back office administration. So most of the people that become business owners in the contracting field are often those that come up through the trade so they're used to doing they are the people that are used to being out in the field, doing things, not stuck behind a desk in an office.

4 walls, etc. So oftentimes they really benefit from either having a partner or a business partner or someone that they can hire that can really take care of that administrative piece while they're out.

They can really take care of that administrative piece while they're out doing things and getting work. Contracts.

This is another thing that, you know, they maybe be experts in their trade experts in their field, but contracts and understanding all of the different payment terms and things that they need to include may not be you know front of mind but it is very key to them protecting themselves and just making sure that expectations are the same, you know, are stated out front to their clients. And then government, you know, the level of kind of licensing and oversight.

And even some, things that can be beneficial to their business like incentives and rebates.

It's all a lot from a lot of different government agencies or even utility companies. So it's a lot to be aware of and to be to integrate into their company.

So a little bit more kind of government oversight and and regulation than a lot of other industries. So, one of the big challenges I wanted to bring up also when working with contractors is that This is an industry that has the ability to tap into all kinds of different clients.

So oftentimes when a contractor starts, they'll usually start within the residential space. But there's so many different types of clients and ways in which to approach those clients.

So kind of divided it out into. Work areas, work scopes, types of clients, but you have your residential kind of your business to consumer, if you will, that happens.
So usually you’ll start off with a website, maybe some business cards, maybe a few flyers, some people go to more digital route and do, you know, Google and Instagram.

And Facebook to kind of get the word out there. But that’s one route people can take. It's usually a little less risky.

And in terms of cash flow in terms of you know size of projects. So this is a great way to kind of get started, get your feet wet, get some cash flow going within your business.

Larger opportunities usually reside within multi-family and commercial. So more your business to business type of space.

So multi-family, oftentimes being developers and like being other types of project owners, usually larger dollar amounts we're talking about, same thing with commercial.

And then government. These can be really large, you know, multi-million dollar projects. Oftentimes people with will or contractors will start off as subcontractors with this space and this is where you get into things like capability statements, RFPs and RFQs, certification being a factor that can come into play. So. It really, you know, just takes it up a notch in terms of level of administrative ability and terms of being able to invoice at a certain level in terms of oversight, we're talking prevailing wage and LCP tracker.

So it just kind of is a much bigger scope of work both from a in ability to perform the work itself and from an administrative capability standpoint.

So when you're having working with contractors it's good to narrow in on what type of client they want to focus on and they can always expand and start growing into additional areas especially once they have that cash flow going and I will say that As we talked about earlier, contracting is very cyclical, but sometimes it’s good to have more than one of these going at one time because sometimes they will. Be acting not in sequence with each other so sometimes residential contracting work may be down but government country work may be up.

So it's good to have a couple of different cash flow. Sources. within the business.

So it just kind of is a much bigger scope of work both from a in ability to perform the work itself and from an administrative capability standpoint.
No, I just had a couple of startup resources for contractors here and at the end I just want to show a PDF of the verified contractor, but I wanted to mention if you do work with small businesses overall the verified contractor is an excellent resource.

00:31:18.000 --> 00:31:26.000
Renovation work within their space. You always want to have them verify a contractor before they decide on any kind of bit that they get.

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So it's good information just for. You know, individuals as well as small businesses and it's good for the contractor themselves to know what is being reported on themselves.

00:31:33.000 --> 00:31:47.000
So it's always good for them to and I've used it also as a resource for knowing about different bonding companies that have provided, you know, bonding for, specific trade.

00:31:47.000 --> 00:31:52.000
So it's just good also just research purposes.

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And then a couple of resources just for existing contractors. If you are, I won't go for the mechanics thing stuff since we already had covered that but I did want to just highlight the office of minority women business enterprises.

00:32:00.000 --> 00:32:06.000
So if you have a client that is a minority or open-own business. This can be an excellent way to get certification at the state level.

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It is oftentimes reciprocated at the local level so they can get one certification and it's oftentimes reflected at you know the local county or city level at in your municipality.

00:32:26.000 --> 00:32:27.000
And then this is a couple of resources that I've definitely utilized or we partnered with before.

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All of them are statewide with the exception of table 100 that's just kind of in the CL Tukwillia area.

00:32:39.000 --> 00:32:55.000
But all of these offer resources oftentimes online. So even if you are in a different part of the state, you can still definitely access these and utilize it within your suite of services.

00:32:55.000 --> 00:33:03.000
And then that's the main part of our formal presentation, but definitely open for questions. Yeah.

00:33:03.000 --> 00:33:18.000
Beautiful, beautiful. Say there was a question by one of the participants, Joyce Oswald and she asked Annie is there any cost for the e-contractor academy?

00:33:18.000 --> 00:33:24.000
Nope, the Econtractor Academy is offered free. We're able to fundraise enough that we can offer it for free to contractors.

00:33:24.000 --> 00:33:30.000
Fabulous. Fabulous. And I also see that there is.

00:33:30.000 --> 00:33:43.000
There are. Like so many links in the chat. Thank you Sharie for making sure that these are available all this whole video and all of these chat links will be available.

00:33:43.000 --> 00:33:48.000
We'll send them to everyone who registered and then we'll have this on our website for the future.

00:33:48.000 --> 00:34:01.000
You know, Are your does is Steve going to present or you gonna be here like how is this a good time to go to questions?

00:34:01.000 --> 00:34:03.000
Yeah, this is a great time to go to questions.

00:34:03.000 --> 00:34:12.000
Wonderful. Is there anyone in the group, who's attending today who has questions about any of this from any of the presenters.

00:34:12.000 --> 00:34:19.000
And Steve, jump in if you want to share anything specific before the Q&A period.

00:34:19.000 --> 00:34:37.000
Yeah, I'm I would just like to share one thing. You know, Monica you you saw how much expertise she has and all of this and I try to reiterate that You know, we think the clean energy space is just a huge, huge opportunity for small businesses and especially for bipolar businesses.

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And, you know, and Monaco laid out, you know, some of the challenges and cautions of, how you get involved in different levels, but our organization is here and, is here to help through that.

00:35:00.000 --> 00:35:08.000
So we really want to see small businesses grow. And especially VIP businesses grow and take advantage.

00:35:08.000 --> 00:35:08.000
Of the space and some of the things we see happening. Are literally millions and millions of dollars of federal investments.
In clean energy in residential and commercial and weatherization and all kinds of spaces. So all the areas that Monica went over, we see growing and we see nothing but growth opportunity and we want to be sure that small and minority businesses have a.

I'm a good shot at getting some of that some of that business opportunity.

Wonderful. Yeah, no, Steve. I'm really glad you shared that and I also know that, there it's vital for these businesses to find and be able to reach these.

Organizations like yours, if they have questions or they wanna figure out how to get further in this field.

And the question is, are there any financial help for startup construction businesses with registrations.

And licenses and that is a really good question. I can answer that or Monica, you go ahead.

Yeah, so I try to keep really good track of any kind of grants. Or free money. Available for, any stage of our contracting businesses.

There have been a few grants that have been open for. To receive grants. So one received a grant specifically because his municipality had some post COVID funds.

For them so about $5,000 I had another business that, participated in that pitch contest.

And they were able to get $5,000 that way. So in that sense, that's the only one I've seen the pitch contests where, it was sufficient, you know, she's still at the startup stage of her business where she was able to get financing for something like registration or licensing.

But otherwise I have not seen any grant programs that are specifically for startup. And would include construction.

Okay, I wanted to just add a couple of things. There are incredible resources in the state for being able to get very small loans.
2,000 5,000 one is business impact northwest. They work with businesses to walk them through the process of writing a business plan and getting small.

Loans for bonding or other insurance. So that is one option. Ventures has a micro loan program we have.

I don't know. A dozen or more micro lenders around the state and you can reach them or learn more about them through evergreen Bislink.

Which is a platform that matches businesses with. Regulatory nonprofit business technical assistance that they need. And thank you Shari for putting that in the chat.

I wonder if anyone else, did does anyone else, Michael have have other or Steve other suggestions about financing or funding for these costs?

Well, I.

Go for it.

I have someone at my door and it's making a lot of noise in the background. I just say we're exploring the possibility of trying to offer grants ourselves.

I can't promise anything, but We realize that finding startup money or growth money is a challenge and loans aren't always the best solution.

So it's like all I can say is something we're aware of. Stay tuned.

Keep an eye on us and hopefully. We or others will be able to offer that kind of support in the future.

Lovely and Joyce put in a suggestion in the chat as well. So another question is, if a company calls you, and this for you, Michael, and they've been in business for a while.

I just wanna confirm that. They are realizing this isn't a scenario that they're realizing now that they are not bonded or they're missing some kind of required.
Where can they go without fear or punishment? To get their business house in order.

Well, and you mentioned it earlier. If anybody can call Eleanor and you're not going to get.

Compliance type of answer when you call and ask questions from Illinois they are more than happy to discuss with how to get.

The required, information that you need, the required documentation if you need bonding we can't specifically help you get bonded but we can tell you what you need.

Same with the insurance policies. We're gonna be very clear about what is required to become registered.

So yeah, don't be afraid to call and that would be any of the local offices you can call customer service and you You know, the folks are very happy to help people become registered.

I think.

And keep from getting in trouble just like you were saying our folks would much rather, help people avoid this.

Then start right now tickets. It is not it's not something that most of us enjoy in any way.

So yeah, feel free and what I would say is our comprehensive website, Leni. So yeah, feel free. And what I would say is our comprehensive website, LNI.

Dot com. Website with everything you need to know and then some contact information as well to follow up

Wonderful. Wonderful. Another question that I think we have seen and others have had in the past.

Kind of middle ground where employers and employees often mistake what the requirements are for working as an independent contractor. They assume they're a contractor but they're acting like an employee and so I'm curious like how do we best support these employers to keep Those requirements straight for their workers.
And also help you know workers protect themselves by knowing their rights or their, you know, their status. About the same requirements.

Absolutely.

And this is a question for all of you. So go ahead, Mike.

Yeah, so again, I would exactly the same information I gave. Go to our website. It's very specific about what are the requirements as an employee.

What are the requirements as a subcontractor? Very clear information on on the difference between the 2.

And again, some very good, contacts where you can call up and just talk to somebody and, ask them.

Am I an employee? Am I a subcontractor? That's stuff that can get you in big trouble.

That is the difference between those are extremely important. And again, Jesse Jamison, that telephone number is our technical advisor.

He is a fantastic resource for this. He can answer these questions. Down to the team. So there is no doubt in your mind by the time you get done talking with Jesse whether you're an employee or a subcontractor.

Wonderful. Do you, Steve or Monica wanna add to that?

Yeah, I would say, yeah, given the call to, to, or like even the, IRS is a great resource as far as like questions regarding whether there is an employee or a Very generic for my lay mind rule of thumb is like if you have control over how the person does their work, their most likely an employee. So most of the questions are sitting around like are they wearing your uniform? Do you tell them when to show up to work and when they can leave?
Are you in control of their breaks and lunch and etc? Are you control of like quality control like immediately following like whatever's happening.

00:43:08.000 --> 00:43:14.000
If you are managing that person kind of on an hour to hour day to day basis that's really more of an employee.

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But if they're able to do the project on their own and suddenly report back when they're done that's really more the contractor.

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So it's really about kind of control and oversight.

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Beautiful, beautiful. That was really helpful. And I also wanted to say that WSMA did a really, important webinar on this topic specifically.

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You know, just how to navigate. These questions and we have links on there too and Shri, we'll put that in there as well.

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There was another question by Tamika in the audience and here's a question. So our firm is certified.

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Now our roadblock is that we've gone to every bank and credit union on the list provided by Another thing tellers or bank owners.

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No of a direct link program to help scale and grow our business. So I. I would love to connect with you, Tamika, if you want to.

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Reach out. I'd be glad to help you if any of the other. For presenters want to share that would also be great.

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So we got, I totally feel your pain. I also had a contractor that went down the entire list of the bank and credit unions listed on the link deposit program as a minority and veteran- business and wasn't able to get help at either one of these.

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And I think part of it is a structural issue and nothing to do with you necessarily. So the issue that happened for my client is that they were under 3 years in business.

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So essentially none of the banks or credit unions fund businesses that have less than 3 years of tax returns. 3 years of a demonstrable, you know, profitability, you know, you know growth trends in the revenue profit margins etc.

They are very good business. They've been growing their revenues. They are now, you know, profitable this past year, but they just weren't in that position that they're, you know, thankable.

From, you know, a bank and credit news standpoint. And then, you know, banks and credit unions have their fiduciary responsibility, etc, etc.

The unfortunate part about this particular program is it has not allowed CDFIs. Or non-bank institutions to participate in the program.

So I think that would be helpful to this particular program, but I think that the Community Development Financial Institutions, the CDFIs are a lot more open and willing to work with younger businesses or businesses that are not in the you know, construction is not the easiest thing to fund.

But they're much more used to taking a little bit more risk. So I would say even though there is that specific program specifically for you.

It's just not set up to really be as open as I would like to see it personally. And this is just me speaking as a person.

So I would say definitely try to tap into your local CDFI like business impact northwest, ventures, etc.

Craft 3. There's a lot of great CDFIs here in the, you know, that work locally and have funded construction business, young and construction businesses.

So.

Wonderful. That was really, really helpful. And I will say, so I'm curious and I know you really can't probably say this question, but what is the range of costs for the license and the bonding is it?

Like, what is that range? Under 5,000?
Like in total?

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Yeah, just a ballpark.

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I would say probably under 5,000. Well, it's so.

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It's not. Yeah, and.

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It depends a little bit on how you package it, right? The licenses itself is not that expensive. If you are going the incorporation route and you're paying a third party to do it and you really want kind of some specific things that might increase it a bit if you're going like for a corporation and there's more than

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one owner that might increase it a bit. Yeah.

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And Michael, do you, of course I would imagine the bonding is based on level of activity or the size of the firm.

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Yeah, yeah, it's gonna depend on what you're what you're doing as far as what's required.

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Obviously with a specialty contractor, $6,000 bond compared to a $12,000 bond as a general contractor.

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Big difference there. And those are going to be changing. Those laws are changing. In the very near future where a general contractor will require a $30,000 bond and a specialty contractor I believe will be up to a $16,000 $15,000 bond.

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That will be, that'll be coming up shortly. The legislation is already passed and they're just kind of going through that process of implementing it.

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So that side of it will change and I don't know a lot about that, you know, that would, it requires on the bonding side, but.

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Our fees to become a registered contractor are not, are not great. Required application fee in fact is a hundred $24 and 70 cents.

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For filling out a fee to register as a contractor so obviously the cost involved is gonna be in your insurance.

And your bond and of course a business license as well. Okay.

Perfect. That's super helpful. I do know that, Business Impact Northwest works with vendors. I mean, sorry, veterans. And they have a micro loan fund that they have served a bunch of contractors.

So check them out. I know Enterprise for Equity has funding for free for businesses, owned by veterans. And they also have a micro loan fund. But you could also check out other opportunities on Evergreen this link.

Okay, so there's another question from Joyce and that is is the academy available in Spanish and that's a question for you, Monica.

And then one more.

Yeah. We don't currently offer an in Spanish, but we have done a couple of info sessions and are kind of trying to keep track of whether Spanish language, you know, academy would be helpful.

So definitely if you, or you know of people that would be interested, please do let me know because we are trying to keep track and to see if it is something that there is sufficient demand to provide an academy for.

And I will say that Monica is. A Spanish speaker. So in terms of and tell me if I'm wrong Monica, but individual coaching may be helpful.

Outside of the academy to work in work in Spanish. So.

Yep.

Wonderful and Emerald Cities is on Evergreen Bislink, so you can find them there.
So, Juan had a question here and the question is, you know, Monica, you mentioned that there was a pitch competition recently.

We have, there's probably, I don't know, 10 or 15 pitch competitions all over the state.

Which one was it that you remembered that contractor got, won that award?

Yeah, she participated in the Training program and then subsequent pitch contest that was held by Urban Impact.

Sharks at the beach pitch competition.

Awesome. Yes, in fact, Sharks at the beach was funded by WSMA last year and their great organization.

Ventures has a pitch event. Business impact northwest has a pitch event so yeah, definitely check those out.

So there's another, comment from Tamika. I don't think it's helpful for a list to be provided to small business from OMWB who are doing their due diligence to make sure all of their paperwork is in order and still.

Not one person can provide a solid answer. We are past the third year point. Your answer was clear.

You just gave more roadblocks to Micah. If you would reach out to me, I'll put the my contact information in the chat and I will I will connect you with some folks that may be helpful.

And then Vonn has a question here. I was thinking that Here in Watcombe County and Scadget County would be would have a good number of people interested in a Spanish e-contractor academy.

So that's good information, for you. Monica. Any other questions? Did I catch all of them?
Okay, great. So I would love to have each of you just do one final. A statement or perspective about this work, any encouragement you would give to budding contractors or those contractors that are in business right now.

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And let’s start with you first, Michael.

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Yeah, I would go back to our website, lni. dot.dot.gov.

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If you are planning on opening a contracting business in the state of Washington. Familiarize yourself with that website.

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Familiarize yourself as much as you can. With RCW 18.2 7. 18.1 0 6.

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That's the plumbing certification requirements. And that's what I can say is go through it as much as you can get as familiar as you possibly can.

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Excellent. Advice. Thank you, Michael. And Monica and then Steve.

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Yeah, I would just, reiterate what Steve said is that there are literally millions of dollars coming federally and from the state, for different energy efficiency and and clean energy projects.

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So if you are interested in those, if you want to find out more, please do reach out to me.

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The email is gonna be in the presentation and it is somewhere in the chat somewhere. But yeah, definitely, make yourself aware of those programs and of those opportunities, as they may be really helpful in growing your business.

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And I would just say someone a long time ago told me there's no such thing as a green job.

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There are there are painters, there are carpenters, there are electricians or plumbers.

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And I would encourage contractors that are in business to think about specializing in some of these clean energy trades.

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So if you’re a plumber, become expert at understanding the pump hot water heater. If you are a carpenter, there’s opportunities and weatherization.

You know, if you’re an electrician, there’s opportunities and you’d be charging.

So these are all, they don’t require. It’s necessarily new training. They just require a focus and a specialization and sometimes an optional certification so that’s another pathway to go.

Wonderful and on that note, Steve, I understand that there are like quite frankly, millions of dollars around that clean economy coming down.

And available. And so where could, a participant in this room or other contractors go to be on that like cutting edge first to be announced information about those opportunities because they’re huge passed by the by the Biden administration recently like just any insight there would be so high.

Yeah, I, so the federal money comes through the State Department of Commerce and the energy office.

So they are currently getting input. As to what program should look like. But I believe I know you can sign up.

To be. On their list to get announcements of programs and opportunities. For input. So I would look at the Department of Commerce.

The energy office specifically is where you’ll find that information.

Another resource I might mention is called Rwiring America. And they are a national organization but have state specific.

Information as well. So. Those are 2 resources I would. Keep an eye on.

Excellent, excellent. And so Sharie, thank you so much for helping us navigate all of these links.

I do wanna say to everyone in this group that we will be sending out the slide decks from our presenters.
The captioned, video replay, the chat box with all of the resources and we are very just really grateful and excited to work with all of you.

Thank you to our speakers, beautifully done. And thank you also for a focus on sustainability because when our working and, built environment is sustainable, we are doing good things for the planet.

So thank you so much for that. Thank you all of you. I look forward to connecting with those who have a regular one on one conversation with those who have a regular one on one conversation with me.

And have a great afternoon.

Thank you everybody.