



## JAC Meeting Notes

**City of Seattle CWA Joint Administrative Committee (JAC)**  
**May 28, 2019 – 11:00 a.m. - 12:00 p.m.**  
**Seattle Building and Construction Trades Council Office, Small Auditorium**  
**14675 Interurban Ave. S., Tukwila, WA 98168**

### **Introductions**

Meeting minutes from the April JAC meeting were reviewed and approved with no edits.

### **Update on Work Progress, Workforce Needs and Reports and Safety**

#### 3<sup>rd</sup> Ave West Watermain Replacement

The project is 70% complete. Work includes pipeline installation and concrete structures. Stellar J anticipates performance to increase due to priority hire workers hired in April. No upcoming workforce needs. There were no safety issues to report.

#### 23<sup>rd</sup> Ave Phase 2

The project is 95% complete. Substantial completion expected in the next week. No workforce needs or safety issues to report. Jansen will compile good faith efforts to share with the City.

#### 2018 AAC 2

The project is 95% complete. The project reached substantial completion last week. No workforce needs or safety issues to report. Jansen will compile good faith efforts to share with the City.

#### 2019 AAC 2

The project is 10% complete. As they finish up, Jansen intends to move apprentices from 23<sup>rd</sup> Ave and 2018 AAC P2 to this project. No workforce needs or safety issues to report. The City wants to see a good plan to hit the priority hire apprentice requirement.

#### 2018 AAC 3

The project is 90% complete. Paving is being completed now, with topsoil and signs in the coming weeks. As the project winds down, KC Equipment is being intentional about keeping priority hire workers wherever possible. No workforce needs or safety issues to report. The City requested KC Equipment compile good faith efforts for the City to review prior to the project's final evaluation. The City will consider the contractor hiring a priority hire worker who then moves out of a priority hire ZIP code a good faith effort. Contractors should notify the City when that happens.

#### Burke Gillman Trail – Phase 1

MidMountain received their official notice to proceed in early May. The performance will move a bit; MidMountain hired two new women of color apprentices, though priority hire journey performance may level out as subcontractors add non-priority hire hours. MidMountain is still ramping up and putting together different crews. One minor safety incident was reported, with the worker needing a band-aid before going right back to work. MidMountain will likely hire in mid-June; they already have a cement mason in mind and may also need a carpenter.

### Citywide Pools

The project is 40% complete. Biwell recently hired a priority hire worker and a women of color apprentice, and is working with the City to hire a preferred entry candidate. They anticipate meeting the priority hire requirements by the end of the project. Biwell provided an updated Social Equity Plan to the City last week, who is currently reviewing it. No workforce needs or safety issues to report.

### Pier 62/63

The project is 70% complete. Performance is pretty steady, though Pacific Pile expects women utilization to decrease slightly. They are currently looking to see if they have enough hours for a preferred entry candidate. The City recommends they also look at and track priority hire journey performance, and offered to meet with subcontractors to talk about priority hire. Electrical and plumbing subs will start in the coming weeks, so Pacific Pile will keep an eye on their workforce. There was a minor safety issue to report, in which a worker cut their elbow, but it was treated and they returned to work.

### Portage Bay

The project is 50% complete. They're installing pipe for drainage and will have a subcontractor pour concrete in the next few weeks. No workforce needs or safety issues to report. The City recommends moving their current workforce of 3-4 workers to another project and hire priority hire workers, as the project will not reach priority hire requirements with current crew. The City also reminded Orion Marine to cc the City on dispatch requests.

### SAAM

The project is 95% complete, with substantial completion expected June 21. No workforce needs or safety issues. The City noted that BNBuilders will be the prime contractor on an Office of Housing project piloting priority hire in the next year or so.

### Ship Canal – Ballard Early Works

Work is very similar to last month, as Redside is still waiting on an SDCI permit, which may have come in before the holiday. They've been diverting crew to other projects while they wait for the permit, and will ramp back up once they are approved. They will reach out to the laborers and likely carpenters for priority hire workers. Redside will also ask subs for priority hire workers as they start on the project. Because some prior dispatch requests were filled with non-priority hire workers, Redside is tracking their good faith efforts. There are no safety issues to report.

The City mentioned that they were meeting for mid-project evaluation with Redside after the JAC. Discussion was held around how to access the City's performance and good faith evaluations and scores. The City noted the documents are public record and will also look at reporting for the Priority Hire Advisory Committee.

### **Labor Compliance**

The City noted that individuals working on a holiday must be paid holiday wages.

The City said they make unannounced site visits for CWA compliance and to interview workers. The City still sometimes encounters subcontractors and workers not expecting this, so prime contractors should remind their subcontractors of this work.

### **Grievances**

There is no update on the Teamster's trust for the WA State Trucking grievance.

### **Pre-Apprenticeship Updates**

PACE is holding a graduation Friday, May 31, at 11 am. The next PACE cohort will begin June 10, with tryouts June 6-7.

ANEW speed mentoring is May 29, from 5-7 pm in Kent. The ANEW Inclusion Summit is July 11; sponsorships and tickets are now available.

The Seattle Conservation Corps has a graduate going to the Teamsters apprenticeship and another going to the Laborers apprenticeship.

The Cement Masons pre-apprenticeship program accepted 21 students, who will be ready to be dispatched as apprentices June 3.

PACT is holding a graduation June 12 at noon, with about 21 students graduating. The graduates are interested in being laborers, carpenters, cement masons and more. PACT recently hired Jason Hudson, formerly of Renton Technical College, who will be starting in June. PACT is looking for contractors to partner with on evening (5-9 pm) and Saturday site visits.

The Carpenters pre-apprenticeship program is starting a cohort in Tacoma on June 17, and another cohort in the Anacortes area on July 15. The cohorts will include mock interviews, so the carpenters will reach out to contractors for assistance.

DALEC has 14 graduates, between 18 and 24 years old, ready to go to work.

YouthBuild will start a new cohort July 15 through December 18, and is looking for applicants.

### **Apprenticeship Updates**

Operator apprentices are available now. There's only a handful of preferred entry candidates available, so now is the time to hire them. Since apprentices are only trained once a year, this will be the only opportunity until next year. Also, on June 23, the operators will host their Top Hand day in Ellensburg, which will be open to the public. It will be followed by a golf tournament.

The Carpenters are holding their next retention workshop for women on June 20. They're also working with their dispatch to make sure they're able to meet priority hire requirements. The dispatch is also adding a skill code for pre-apprenticeship graduates to better track those who can qualify for preferred entry status.

### **Old/Unfinished/New Business**

The City shared data on women utilization by common trades on CWA projects. The City asked the trades to think about whether the performance is reflective of their membership, and if not, why. The JAC will continue the discussion at the June JAC meeting. Initial discussion included that journey workers may opt to work outside the downtown corridor due to traffic, and workplace culture needing to be inclusive and welcoming to retain women. This could include trainings, creating top-down workforce expectations, or having PPE designed for women on-hand and available. The City noted that they will also share data on workers of color in the upcoming annual report.

### **Good of the Order**

The City will schedule a separate JAC meeting for the Arena at Seattle Center. The first meeting will be June 4 at 11am. The City will send a meeting invitation.

There will be no pre-jobs on June 18, so contractors should plan accordingly and try to bring their subcontractors in the week before.

**Next JAC Meeting**

**June 25, 2019** – 11 a.m. – 12 p.m.

Seattle Building and Construction Trades Council Office  
14675 Interurban Ave S, Tukwila, WA 98168, Small Auditorium

**JAC Member Attendees**

Jeff Bertram	City of Seattle – SDOT	Lisa Marx	NWCI
Anders Black	PNWRCC	Travis Metzger	OPCMIA 528
Lisa Bogardus	Seattle Building Trades	Joey Neff	OPCMIA 528
Allison Calvert	City of Seattle – FAS	Marge Newgent	IUOE 302
Rick Dimmer	City of Seattle – FAS	Martin Norman	City of Seattle – FAS
Juan Espinoza	Laborers 242	Anna Pavlik	City of Seattle – FAS
Elwood Evans	IBEW 46	Jody Robinson	SDOT CM (Jacobs)
Jeanne Fulcher	City of Seattle – FAS	Shaunie Vail	City of Seattle – SPU
Michelle Helmholz	Laborers 242	Keith Weir	IBEW 46

**Contractor Representatives**

Karl Benjamin	Pacific Pile & Marine	Michele Shultz	MidMountain
Matt Cottingham	Orion Marine	Molly Simpson	KC Equipment
Patrick Farrell	Stellar J Corp	Mike Wagner	Biwell
Joey Haughney	Jansen	Heidi Weber	MidMountain
Vickie Martin	BNBuilders	Jan Ybarra	Redside

**Other Attendees**

Ruth Blaw	Seattle Conservation Corps	Sloane Whitaker	Seattle Conservation Corps
Krishna Richardson-Daniels	PACT	Lawrence Willis	ULMS