

CITY OF SEATTLE PRIORITY HIRE ADVISORY COMMITTEE (PHAC)  
February 3, 2016, 9 am – Noon  
South Seattle College Georgetown Campus - Building C, Room 208

AGENDA

Desired Results:

- Welcome and orient new AC members, confirm meeting minutes, and review project data
- Develop guidance for recommendations for Task Force report to FAS, the Mayor and City Council

9:00 am **WELCOME, INTRODUCTIONS & MEETING PURPOSE**

- New PHAC members
- Review of vision and operating agreement, charter/attendance

**UPDATES**

- Outreach/Training RFP awards
- Region

**PRIOR MEETING MINUTES APPROVAL**

9:40 min **PROJECT ASSESSMENT**

- Priority Hire project update

9:55 am **GUIDANCE DEVELOPMENT – DRAFT RECOMMENDATIONS TO FAS/MAYOR’S OFFICE**

- Discuss other areas identified in November:
  - Compliance
  - Evaluation of contractors
  - Enforcement – Penalties that impact future bidding
- Revisit and finalize proposed core worker ordinance recommendations  
*Review of core worker data*  
*Discussion of PHAC ideas on core worker recommendations:*
  - a) Reduce core worker number from five to a lesser number, such as three
  - b) Set the number of core workers in relation to the size of the project
  - c) Require that all core workers by contractor, in and out of state, be held to the same priority hire standards
- Non-manual positions

10:30 am **BREAK**

10:40 am **GUIDANCE (continued)**

- Other recommendations
  - Retention mechanisms, engaging other big investors/private sector in PH, changing practice from “business as usual”
  - See handout with issues previously identified by PHAC (p.2)

11:40 pm **DEVELOPING RECOMMENDATIONS NEXT STEPS**

**CITY LABOR EQUITY TEAM ROLES**

**REFLECTIONS**

Noon **CLOSE**

*2016 Meeting Schedule:*

**Wednesday, March 9**

**Wednesday, May 11**

**Two meetings in Qtr 3 and 4 to be determined**

PHAC Identified Priority Hire Referral Process Issues

	<b>WORKING</b>	<b>NEEDS CHANGING</b>
<b>REACHING TARGET POPULATION</b>	<ul style="list-style-type: none"> <li>a) Pre-apprenticeship program recruitment – successful in reaching PH target pop</li> <li>b) Day labor centers – triage from base to make referrals to employers</li> </ul>	<ul style="list-style-type: none"> <li>a) Lack of supervision of contractor effort to find qualified workers</li> <li>b) Target pop unaware of employment/training opportunities</li> <li>c) CBOs don't know how to connect people to training/job opportunities</li> <li>d) Insufficient outreach to schools/community about opportunities</li> <li>e) Insufficient recruitment from target Zip codes/more education and community meetings needed</li> </ul>
<b>TRAINING</b>	<ul style="list-style-type: none"> <li>a) Existing pre-apprenticeship programs</li> <li>b) Solid communication between pre-apprenticeship program and union apprenticeship programs</li> </ul>	<ul style="list-style-type: none"> <li>a) Training opportunities limited if not connected with pre-apprenticeship program; training and job access issue for open shop workers</li> <li>b) Insufficient pre-apprenticeship training capacity – need more funding to support outreach, services to address life barriers</li> </ul>
<b>JOB ASSIGNMENT</b>	<ul style="list-style-type: none"> <li>a) IBEW jobline – call in to union hall to find out jobs available</li> <li>b) Name call provisions in hiring hall agreements – specifies individual</li> <li>c) Top of list dispatch – fair if strictly followed</li> <li>d) Pre-apprenticeship programs successful in connecting graduates to jobs</li> </ul>	<ul style="list-style-type: none"> <li>a) Few POC doing hiring</li> <li>b) Employer “core” employees not reflective of PH target population have advantage via “back door” entry</li> <li>c) Lengthy/cumbersome process for acceptance into pipeline (union dispatch to apprenticeship application)</li> <li>d) Out of work journey level workers not considered/prioritized by union</li> <li>e) Need quota for apprentices by trade or craft</li> </ul>
<b>ON THE JOB/ COMPLIANCE</b>	<ul style="list-style-type: none"> <li>a) Early communication and understanding of requirements/expectations between owners and contractors</li> <li>b) Enforcement penalties</li> <li>c) Competent/ committed contract administration/monitoring</li> <li>d) PLAs and apprenticeship utilization on construction projects</li> </ul>	<ul style="list-style-type: none"> <li>a) Limited tasks/pigeonholed, e.g., overtime opportunities</li> <li>b) Uneven support for women and POC to be successful on the job from peers and management</li> <li>c) Lack of enforcement of penalties for noncompliant contractor</li> <li>d) Contractor trains workers for labor intensive (manual?) tasks on job but not beyond</li> <li>e) Contractors unwilling to retain minority workers for more than 1 project</li> <li>f) Lack of support for minority contractors</li> </ul>

## Diversity Inclusion Competency (expansion on Nov. PHAC notes)

The City requested input from the Committee regarding diversity inclusion training for contractors, which is in conceptual phase by the City. Below is the input provided by the Committee:

- Focus on company owners embracing the mission since it takes their buy in to effect change
- Use safety training as the model for how to institutionalize change
- Hold company owners accountable
- Make the training appealing, to attract interest
- Provide workers with a safe place to report issues and receive mentoring
- Withhold pay if an EEO grievance is in process
- Require contractors to develop a worker treatment plan as part of the contract submittal process
- Provide diversity education early on during apprenticeship and at the journey level too (e.g., heritage classes of how to learn the business)
- Develop a point system that affects future bids (supplemental criteria)
- Deficiency evaluation
- Possible pre-qualifying aspect?

## PHAC Recommendation: Revisions to the City's Director's Rule

Issues identified as the basis for the recommendation:

1. Contractors not meeting goals
  2. Unions not providing Priority Hire workers - a) don't have any or b) they are not following CWA
  3. Priority Hire workers not being dispatched by unions
  4. Women and people of color may experience unfair treatment in unions
  5. Priority workers turned around
  6. Open-shop workers aren't priority workers
  7. Local workers not being properly trained on the jobsite
  8. Workforce projections and needs aren't shared ahead of time
  9. Worker retention
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1. The City holds preconstruction meeting with unions, contractors and subcontractors to:
    - Identify workforce needs and projections both by trade and by the number of workers and hours
    - Discuss non-manual opportunities
  2. The City requires Primes to invite sub-contractors (who are on the job at the time) to attend Joint Administrative Committee meetings on a quarterly basis (include in CWA)
  3. The City creates an offenders list at the end of a completed job and uses past performance when rating for future bids
  4. The City documents union dispatch/Joint Apprenticeship Training Committee (JATC) processes and actively collaborates with dispatch/JATC on workforce projections
  5. The City provides guidance to contractors regarding hiring hall/JATC dispatch on CWA covered projects and provides ongoing technical assistance as needed
  6. The City's Field Advisor and the Job and Training Coordinator collaborates with the union hiring hall, JATC, pre-apprentice programs and support service providers to support Priority Hire workers, as needed.