



**Seattle**  
**Finance &**  
**Administrative Services**  
**Priority Hire Advisory Committee**

**PHAC Meeting Notes**

**Priority Hire Advisory Committee (PHAC)**

**September 11, 2019– 9 a.m. - Noon**

**South Seattle College Georgetown Campus**

**6737 Corson Ave. S., Seattle, 98108, Building C, Room 110/111**

**Welcome and Purpose**

Wendy Watanabe welcomed the committee and reviewed the agenda. Meeting minutes from the June Priority Hire Advisory Committee (PHAC) meeting were reviewed and approved with an edit to include stakeholder feedback regarding good faith effort.

Jeanne Fulcher introduced the 2018 annual report and provided an overview of the annual report review session held on August 21.

**Good Faith Effort**

FAS and PHAC reviewed the draft good faith effort document. FAS explained that if a priority hire worker is not available, the hall will notify the contractor and offer the next available, non-priority hire, worker. If the contractor does not want a non-priority hire worker, they can decline and cancel their request. A committee member noted that once an apprentice reaches journey level status, the apprentice hours are lost.

Tali Hairston introduced diverse worker pathway development and restated the common good framework. The committee separated into their stakeholder groups and were given a set of questions to discuss diverse worker pathway development. Each stakeholder group was also given time to develop any new questions and concerns for other stakeholder groups to consider. Upon discussion, each stakeholder group developed feedback and reconvened as a full committee to provide the following:

Language Barrier

*Concern*

- Barrier for entry and/or retention in the industry
- Safety hazard on a project
- Lowered productivity

*Strategy*

- Partner with English language learner (ELL) providers, such as IBEST, to help address the concern
  - Teaching technical English is critical e.g. safety terms
  - Provide a reference sheet with technical terms that ELL providers can refer to
  - Same value weight on verbal and written skills

Substance Abuse

*Concern*

- Construction industry experiences high rates of substance abuse
- Construction industry susceptible to opioid abuse due to the physical nature of work
- Decreased number of available workers due to substance usage
- Increasing amount of suicides occurring in the construction industry

*Strategy*



# Seattle Finance & Administrative Services

## Priority Hire Advisory Committee

- Partner with drug court
- Examine which primary substances are being used
- Advocate for drug and mental health counseling
- Generate a list of treatment centers and related support services

The committee expressed interest in continuing the conversation regarding language support and substance abuse at the November PHAC meeting.

### Justice Involvement

#### *Concern*

- Impact on workers when certain construction projects require background checks e.g. federal projects
- Heightened barriers, at times, for individuals coming out of prison

#### *Strategy*

- Strengthened partnership with work release and department of corrections (DOC)
- City of Seattle provide priority hire performance credit for contractors hiring individuals from work release/DOC
- Work with halfway houses located in Priority Hire zip codes to secure and train workers
- Provide funding for resources, such as licensing, GED, stable housing, transportation, apprenticeship opportunities project/case management

The committee expressed interest in hearing from community-based organizations, that work with justice involved individuals and re-licensing, at a future PHAC meeting.

### **Good of the Order**

The Arena at Seattle Center project is underway. The JAC meeting for the Arena project is held the first Tuesday of every month.

The City’s office of housing project is anticipated to start the beginning of 2020.

Seattle Public Schools is considering entering a Student and Community Workforce Agreement for their \$1.4 billion dollar project levy. A task force will convene and provide a final report and recommendation.

The City and King County plan to convene to discuss potentially merging both agencies Priority Hire Advisory Committee’s into one. The City will ask PAHC members for input.

The City is in the process of filling the vacant community seat. Krishna Richardson-Daniels is no longer at PACT so a training seat is vacant as well. The City encouraged the committee to provide potential names for the seat.

### **PHAC Member Attendees**

Joe Carter	United Black Christian Clergy
Karen Dove	ANEW
Marilyn Kennedy	OPCMIA 528
Sonja Forster	Associated General Contractors of Washington
Marge Newgent	IUOE 302
Melanie Parrett	Hot Mix Pavers
Eric Perez	Ironworkers



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John Salinas Jr.	Salinas Construction
Halene Sigmund	CITC
Michael Woo	Community Representative

**Consultation**

Wendy Watanabe	Consultant/Facilitator
Tali Hairston	Consultant/Facilitator

**City Representatives**

Anita Adams	City of Seattle – FAS
Liz Alzeer	City of Seattle - FAS
Allison Calvert	City of Seattle – FAS
Jeanne Fulcher	City of Seattle – FAS
Jesse Gilliam	City of Seattle – FAS
Anna Pavlik	City of Seattle – FAS
Julianna Tesfu	City of Seattle – FAS
Edson Zavala	City of Seattle – Mayor’s Office