



# Seattle Finance & Administrative Services

## Priority Hire Advisory Committee

### PHAC Meeting Notes

#### Priority Hire Advisory Committee (PHAC)

May 13, 2020- 9 AM - 11:00 AM

#### Conference Call-In

### Welcome and Purpose

Tali Hairston welcomed the committee and reviewed the agenda.

### PHAC Updates/Business

The March meeting minutes were approved with no edits. Tali confirmed the 2020 PHAC meeting schedule and asked members to notify the City if they are unable to attend the July 8 meeting. Anita Adams will call members individually to provide membership status updates.

Tali reiterated the common good approach and discussed COVID-19 and the disparate impact it has had on various communities. The City is working with its community-based providers to shift contract work in response to COVID-19.

The initial timeline for the 2019 PHAC report has changed amidst COVID-19 updates. The City will share once the report has been posted on the City's website.

The City is working closely with contractors and labor partners to provide safe and healthy plans. If PHAC members are interested in seeing the plans, they can notify City staff and staff will add them to the safety site. All projects covered by the CWA are continuing work. The City will provide a current emergency project list. Work on the West Seattle Bridge is not currently covered under the CWA, but it does not mean future work will not be.

The City is currently on step 5 of the RET process and will provide a comprehensive update at a later meeting.

### Acceptable Work Sites (AWS)

The City and ANEW introduced AWS and provided an overview of the training being provided. Three projects are actively piloting AWS training. The Ship Canal Water Quality Storage Tunnel and Seismic Upgrade have both participated in management training. Delridge Rapid Ride H-Line, the third site, is actively working with the City to schedule management training for early June. There is a fourth pilot site that has been identified, Seattle Parks Smith Cove, and is pending. ANEW and the City has shifted to online trainings in response to COVID-19.

Management training is given at the beginning of the project to key personnel and on a monthly basis for new management. Contractors, management and key personnel are trained in advance of the notice to proceed. The pilot will be evaluated in 3 stages, wave 1 occurs within 3 months, wave 2 at mid-point eval and an end point eval. Some contracts have longer end dates, depending on the size of the project. There will be up to eight sites selected to pilot. Awareness poster, tip cards, hardhat stickers, banners, proactive tip sheets, etc. are distributed for project sites. A webinar on Rise Up will be held 3/14/20. The City will send a reminder e-mail and attendance will be optional.

### PHAC Discussions and Recommendations

The committee discussed ways to enhance support for outreach, training, support services, retention and diverse worker pathway strategies. PHAC put forth a recommendation for The City use its leverage to move up workforce training from phase four to phase two. A separate recommendation consideration was put forth to open the Priority Hire ZIP code list to all of King County. The committee requested data to inform their discussion; data



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requested includes priority hire performance before and after COVID-19, priority Hire performance with existing ZIP list vs all of King County and women and people of color utilization for existing Priority Hire ZIP codes. The City agreed to compose data and share it with the committee prior to the next meeting.

### Good of the Order

Next PHAC meeting will be held July 8, 2020.

### PHAC Member Attendees

|                       |  |
|-----------------------|--|
| Dale Bright           | Laborers 242   |
| Joe Carter            | United Black Christian Clergy                                  |
| Karen Dove            | ANew   |
| James Faison          | NAMC   |
| Sonja Forster         | Associated General Contractors of Washington                   |
| Marilyn Kennedy       | OPCMIA 528   |
| Michelle Merriweather | Urban League of Metropolitan Seattle                           |
| Marge Newgent         | IUOE 302   |
| Melanie Parrett       | Hot Mix Pavers   |
| John Salinas Jr.      | Salinas Construction   |
| Patrice Thomas        | City of Seattle – Office of Planning and Community Development |
| Rodney Williams       | Northwest Carpenter Institute                                  |
| Michael Woo           | Community Representative                                       |

### Consultation

|               |                        |
|---------------|------------------------|
| Tali Hairston | Consultant/Facilitator |
|---------------|------------------------|

### City Representatives

|                |                       |
|----------------|-----------------------|
| Anita Adams    | City of Seattle – FAS |
| Liz Alzeer     | 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 |