



City of Seattle
Department of Finance and Administrative Services

DRAFT PHAC Meeting Notes

Priority Hire Advisory Committee (PHAC)
September 9, 2015 – 9:00 a.m. - 12:00 p.m.
South Seattle College Georgetown Campus
6737 Corson Avenue South, Seattle, 98108, Building C, Room 208

Welcome and Purpose

Wendy Watanabe covered the meeting goals, including guidance recommendations for the City's Director's Rule.

Agreements and Updates

Meeting minutes from the August 12 meeting were approved.

The committee agreed to allow City staff to take pictures during the meeting.

Leanne Guier shared that Intelligent Partnerships was introduced as the Economic Opportunity and Empowerment Advisory Board's external consultant and that the Children and Family Justice Center contract has been awarded.

Leslie Jones announced that Sound Transit, along with ANEW, the Port of Seattle, Bates Technical College, the City of Tacoma, Tulalip Tribe and the Urban League were recipients of the federal grant Ladders of Opportunities. The agencies collectively contributed \$476,000 and received a 50% match with a total budget of \$953,000. The initiative focuses on four areas: outreach, training, support services and job placement. The funds are expected to be dispersed by September 30th and will have a two year spending tenure.

Anna Pavlik stated that the City would be happy to support and would participate on an advisory committee.

Leslie Jones announced that Sound Transit received a separate grant to conduct outreach to residents that live in Tacoma.

Jeanne Fulcher provided the 2nd draft of the City's outreach flyer. Committee feedback included:

- Darken the text color
- Add more language under "journey worker" to make it more clear for readers
- Add different language to the 2nd bullet point to engage workers who are not journey level
- Create targeted flyers that have different designs/language but carry the same meaning
- Include a message about prevailing wages

Project Assessment

The committee reviewed the workforce diversity project goals and past performance reports of the Seawall and Buried Reservoir project.

Anna Pavlik announced plans to meet with JW Fowler next week to confirm their plans to prioritize work hours for those workers living in priority ZIP codes.



City of Seattle
Department of Finance and Administrative Services

A committee member requested the City attach prime contractor names to the reports; the City agrees to do so moving forward.

Key Issue Discussion/Guidance Development

The committee separated into two subgroups and defined referral issues related to job placement.

The first subgroup reported the following issues:

1. Contractors not meeting goals
2. Unions not providing Priority Hire workers because they a.) don't have any or b.) they are not following CWA

The second subgroup reported the following issues:

1. Priority Hire workers not being dispatched by unions
2. Women and people of color may experience unfair treatment in unions
3. Priority workers turned around
4. Open-shop workers aren't priority workers
5. Local workers not being properly trained on the jobsite
6. Workforce projections and needs aren't shared ahead of time
7. Worker retention

Based on these identified issues, the committee then jointly proposed that the following recommendations be incorporated in the City's Director's Rule.

1. The City holds preconstruction meeting with unions, contractors and subcontractors to:
 - o Identify workforce needs and projections both by trade and by the number of workers and hours
 - o 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.

Contractor Education Material

Yemaya Hall-Ruiz distributed a hard copy of a draft PowerPoint to educate contractors on Priority Hire and the CWA. Committee feedback included:

- Include the Director's Rule recommendations that the committee provided if they are approved
- Add that a contractor identify a point of contact representative to oversee their priority hire processes
- Clarify that it uses the language registered apprentice

Yemaya Hall-Ruiz stated that the contractor education PowerPoint will be uploaded on the Labor Equity webpage after edits are made. Additional comments should be sent to Yemaya Hall-Ruiz.



City of Seattle
Department of Finance and Administrative Services

Reflections

Wendy Watanabe asked the Committee if they'd like to set a minimum attendance requirement that determines how many meetings a committee member can miss to maintain their membership on the committee. The Committee decided to think about it and come to a decision at the October meeting.

Action Items

A committee member requested an organizational chart that describes the general responsibilities of the City's Labor Equity Team and the City agreed to send one.

Several committee members requested to be added to the regional vision subcommittee. The City responded and said they will add interested committee members to the regional vision subcommittee.

Next PHAC Meeting

October 14, 2015 – 9:00 a.m. - 12:00 p.m.
South Seattle College Georgetown Campus
6737 Corson Avenue South, Seattle, WA 98108

PHAC Member Attendees

Monty Anderson	Seattle Building Trades Council
Greg Christiansen	Ironworker Management Progressive Action Cooperative Trust
Glenn Davis	Seattle Office of Immigrant and Refugee Affairs
Nicole Ferrer	ANEW
Jon Green	Metro Painting
Leanne Guier	Plumbers & Pipefitters
Leslie Jones	Sound Transit
Andra Kranzler	Skyway Solutions
Marge Newgent	Equipment Operators
Sam Pierce	Seattle Housing Authority
Michael Woo	Community Representative

City Representatives

Kelsey Beck	City of Seattle – FAS
Jon Bersche	City of Seattle – FAS
Yemaya Hall-Ruiz	City of Seattle – FAS
Jeanne Fulcher	City of Seattle – FAS
Nancy Locke	City of Seattle – FAS
Anna Pavlik	City of Seattle – FAS
Julianna Tesfu	City of Seattle – FAS
Wendy Watanabe	Watanabe Consultation