



Seattle Finance & Administrative Services

Priority Hire Advisory Committee

PHAC Meeting Notes

Priority Hire Advisory Committee (PHAC)

November 10, 2021, 9 AM – 11:00 AM

Video Conference and Call-In

Welcome and Purpose

Tali Hairston welcomed the committee and walked through the common good framework. Purpose stated on each agenda.

A worker success story was shared with PHAC. The worker, John, made a new life for himself through Priority Hire. He's a journey Laborer from local 242 and is working toward becoming crew lead and beyond. After spending about half his life in prison, he completed the PACE pre-apprenticeship program. He's grateful for his experience and is thriving in construction and in life.

PHAC Updates/Business

- ✓ PHAC voted to approve meeting minutes from September 8, 2021, without edits
- ✓ This is the last meeting scheduled for 2021

- The West Seattle bridge will be getting underway soon. Kraemer is the prime. The CWA gets updated every 5 years and some minor changes were negotiated in 2021 and will be applied for future projects.
- The City has put a [vaccine executive order](#) into effect. Contractors are expected to submit an attestation form to the City.
- The City noted that if a priority hire worker isn't vaccinated and the contractor makes another request to the hall then it will count as a good faith effort.

PHAC Discussion

PHAC held discussion regarding 2021 recommendations and as a result the following were provided.

- Increase centralized resources and support for retention of workers:
 - Including worker education
 - Access to gas cards
 - Transportation by increasing access to information like website forums, etc.
 - Collaborate with programs to develop an online support request form for workers to fill out and create online social media for workers to use.
- Increase outreach to the most underrepresented groups
- Increase resources for the apprenticeship guidebook.
- Continue work with drivers licensing issues and provide advocacy. Work with training partners and City departments.
- Support worker access to foreperson/supervisor training (suggestions include providing scholarship/reimbursement to workers attending construction supervisor related leadership



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training. Committee noted certain trades may already cover supervisor training and AGC offers Supervisor training, more discussion needed to finalize recommendation to City.

- Move forward with the City-proposed modifications to the non-manual credit for the time being, and revisit recommendations to change the modifications at a future meeting.

PHAC Member Attendees

Joe Carter	United Black Christian Clergy	John Salinas II	Salinas Construction
Michael Woo	Community Rep.	Patrice Thomas	Technical Advisor
Andrea Ornelas	Laborers 242	Sonja Forster	AGC
Melanie Parrett	Hot Mix Pavers	Halene Sigmund	CITC
James Faison	NAMC	Jamal Middlebrooks	PNWRCC
Abdi Hashi	Community Rep	Michelle Merriweather	ULMS
Jerry Jordan	PACT	Chris McClain	Ironworkers 86
Marilyn Kennedy	OPCMIA 528	Steve Petermann	DOC TRAC/CTAP

Not in attendance:

Karen Dove ANEW

Consultation

Tali Hairston Consultant/Facilitator

City Representatives

Anita Adams	FAS	Jesse Gilliam	FAS
Liz Alzeer	FAS	Anna Pavlik	FAS
Jeanne Fulcher	FAS	Julianna Tesfu	FAS