



Meeting Notes

Priority Hire Advisory Committee (PHAC)

January 11, 2023, 9 AM – 11:00 AM

Hybrid Meeting

Welcome and Purpose

Tali Hairston welcomed the committee and Karen Dove and Steve Petermann shared success stories of how efforts to diversify the trades and trades leaders are working. Brianna Thomas, Labor Liaison for Mayor Harrell joined to introduce herself and meet the committee.

PHAC Updates/Business

PHAC approved the meeting minutes from November 2022.

PHAC Schedule for 2023

*Meeting every other month starting Jan. 11, 2023. No change in time of meeting (9 am-11 am).

*Meeting is on the 2nd Wednesday of the month.

*PHAC members are welcome to meet in their stakeholder group whenever they like (contractors, training providers, labor, and community advocates) outside of PHAC is an option.

*Any committee member can call a full PHAC meeting outside the normal schedule.

*Reminder that the attendance policy requires PHAC members to attend 4 out of the 6 meetings in a year.

PHAC Discussion

Group decision-making

- The group discussed majority vs consensus decision-making and decided to continue with majority vote as long as dissenting viewpoints from a constituency group or groups is included in the report and the report includes a disclaimer as discussed in the Nov. 2022 meeting. "This recommendation is made by the majority and not accepted by all." This disclaimer could be entered in the footnote, in conclusion, in summary, or at the end of the list of names in the report.
- The group decided to 1) Tally votes and 2) Have the votes go on record.
- A committee member suggested to capture the opposing view in a few sentences after each recommendation. The group decided to include the dissenting opinion of a constituency group instead of individual members so as to capture general ideas instead of individual opinions.



Recommendations – further discussion

- Recommendation E: The City confirmed they will add a standard checkbox “yes/no” to the pre-job paperwork to confirm the contractor has received the ZIP code list and attach the Priority Hire ZIP code list.
- Recommendation F: Committee members agreed that Covid vaccine requirements for City of Seattle contractors is a barrier to some workers and has negatively affected the availability of BIPOC workers and availability of staff at community-based organizations like ANEW. The group decided to remove “construction” from the first sentence and replace with “City” and reference the challenges are not just impacting construction contractors, but also City consultants who provide training for the industry. The committee is aware that there are many challenges surrounding this issue. A committee member suggested to look at Washington State Senate Bill 5139 regarding COVID vaccine requirements. A committee member also shared that the COVID vaccine requirement is not the only challenge to staffing jobs. Harassment of young black and brown pre-apprentices have also contributed to the shortage.
- Recommendation G: A few recommendations were shared regarding wages paid to non-manual employees (entry-level vs living wage). The group discussed changing the non-manual worker credit language to exclude language such as “internship” and or part-time workers as being counted as a Priority Hire to prevent a reduction in good paying jobs in the field. Another committee member suggested to remove the 10% credit cap from the Priority Hire ordinance. A committee member asked that non-manual workers be reported separately in city reports. Jeanne shared PHAC’s non-manual recommendation from the May 2021 PHAC meeting for further clarification. The contractor constituency group will reconvene to further revise recommendation G for finalization at the March 2023 meeting.
- A committee member asked if recommendations from prior years can be revisited in the 2022 report and the City confirmed all recommendations are at the discretion of the committee. The community constituency group will reconvene to further consider the prior legacy organization recommendation from 2020.

FAS next steps-

- Send out invites and agenda for future PHAC meetings to committee members.
- Distribute current charter for March 8 PHAC meeting review.
- Bring Priority Hire ZIP Code list discussion to PHAC in March or May PHAC meetings.



FAS UPDATE-

- New PW project are coming up.
- New school projects are being built.
- RPF reward for new mentorship program design for women of color.

PHAC Member Attendees

- Antonio "Tony" Butler – IBEW – Labor
- Marilyn Kennedy - OPCMIA Local 528 – Labor
- Andrea Ornelas - Laborers Local 242 – Labor
- Abdirahman Omar- King County DCHS – Community
- Michael Woo - Community Advocate
- Claude Burfect - Seattle King County NAACP; RPAC; Coalition of Black Trade Unionist – Community
- Gregory Davis - Rainier Beach Action Coalition – Community
- Sonja Forster - Association of General Contractors (AGC) of Washington – Contractor

- Thom Butler - Johansen Construction Company – Contractor
- Jamie Stuart - Valley Electric – Contractor
- Jerry Jordan - Seattle Colleges Pre-Apprenticeship Training – Training Provider
- Karen Dove – Apprenticeship and Non-Traditional Employment for Women – Training Provider
- Steve Petermann - Construction Trades at Washington State Correctional Industries, Lead Instructor Trades Related Apprenticeship Coaching (TRAC) – Training Provider

- **Consultation**
- Tali Hairston – Equitable Development

- **City Representatives**
- Jeanne Fulcher FAS
- Hong Nguyen FAS
- Anna Pavlik FAS
- Allison Calvert FAS
- Presley Palmer FAS
- Brianna Thomas FAS