



Meeting Notes

Priority Hire Advisory Committee (PHAC)

September 11, 2024, 9 AM – 11:30 AM

Hybrid Meeting

Welcome and Purpose

Tali Hairston welcomed the committee, reviewed the agenda, and read the Land and Legacy Acknowledgments.

Committee members and guest introduced themselves. Name tents were provided.

Ice Breaker: Committee members were asked to answer the following question on a sticky note "What questions do you have about Priority Hire?" These questions will be answered/discussed throughout the year.

PHAC Updates/Business

The committee approved the July minutes. Jaime Stuart did not attend the July meeting and will be removed from July's attendance list.

A few members met before the September meeting to brainstorm ideas about improving women participation on City of Seattle public works projects.

Oswaldo took the committee through a new version of the PHAC dashboard. The new version compares 2024 performance for priority hire, women, BIPOC, and apprentice workers to previous years. The new dashboard contains a summary box that highlights the main data points for the month and provides a description on how to read each graph and table. The committee reflected on the following:

- The pandemic and labor strikes since the early 2020s could still be influencing the workforce performance we see today.
- There's a strong connection between Priority Hire, BIPOC and apprentice performance.
- The dashboard shows that Priority Hire is working, which we should celebrate.

The committee also had the following questions:

- How does the dashboard data break down by craft? Are there gaps by trade where we can focus improvements?
- The share of African American hours has largely stayed stagnant over the last several years; do we need to prioritize more outreach in these communities?
- How will ZIP code performance change once an updated list is rolled out? Can the committee see a before and after performance when the time comes?
- What systems issues can we influence? Ideas included:
- Tailoring the Apprenticeship Guidebook more for women.
- Coaching more students about construction careers in middle and high school.
- Leveraging Seattle Public Schools SCWA efforts and student training pathways.
- Engaging retired construction workers to perform outreach in schools.

Priority Hire and PHAC Overview

Jeanne Fulcher presented the roles and responsibilities of each of the Labor Equity team members who oversee the City's Priority Hire program. Martin Norman gave a description of the on-site worker interview process.

Jeanne also outlined the pre-apprentice to journey pipeline and explained the impact PHAC has on the program.

The committee asked if the City will be monitoring wage theft on the new housing projects that have Priority Hire. Martin said yes, he will be monitoring prevailing wage compliance.

Increase Women in Construction

Marilyn Kennedy presented the topic of low women participation on construction projects. This trend is consistent with other agencies in the region. The Committee brought forward the following ideas:

- Implement stronger contract language regarding hiring women on construction projects.
- Determine how many women are in the workforce and on the out-of-work lists.
- Track dispatch requests for women.
- Separate the BIPOC/Women check box on the dispatch form.
- Create a space where contractors can provide honest feedback when it comes to hiring women on construction projects.
- Empower and educate the women in construction.
- Assist with navigation of the industry.
- Assist with childcare.
- Identify and address the "stop" signs for women getting into the trades.

FAS Updates

The City will give a presentation on proposed legislative updates to the Priority Hire Ordinance to Seattle City Council on Nov 18, 2024. Jeanne asked if any committee members plan to attend to let her know.

The Labor Equity Management position is now posted.

The Apprenticeship Guidebook is almost complete and should be printed in the next month.

Julianna will take an extended leave of absence. The November meeting will be her last meeting until she returns in spring 2025.

PHAC Member Attendees

Community	Claude Burfect	Seattle-King County NAACP; Coalition of Black Trade Unionists
	Gregory Davis	Rainier Beach Action Coalition (RBAC)
	Virginia Owens	Seattle Public Schools
	Abdirahman Omar	Partner in Employment
Labor	Tony Butler	IBEW 46
	Marianna Hyke	Western States Regional Council of Carpenters



Seattle
Finance &
Administrative Services

Marilyn Kennedy OPCMIA 528
Andrea Ornelas Laborers 242

Training Jerry Jordan PACT
 Steve Petermann Washington State Correctional Industries (TRAC)
 Eric Sanchez Ironworkers Local 86 JATC

Contractors Tamara Harris YWCF Corporation
 Jamie Stuart Valley Electric
 Jim Wilde Gary Merlino Construction

Facilitator

- Tali Hairston Equitable Development

City Representatives

- Jeanne Fulcher FAS
- Osvaldo Guel FAS
- Presley Palmer FAS
- Julianna Tesfu FAS
- Martin Norman FAS