



## **Meeting Notes**

### **Priority Hire Advisory Committee (PHAC)**

**May 8, 2024, 9 AM – 11:30 AM**

### **Hybrid Meeting**

#### **Welcome and Purpose**

Tali Hairston welcomed the committee and reviewed the agenda and read the Land Acknowledgment. Anna Pavlik announced her transition to the Port of Seattle and read the Legacy Acknowledgement.

#### **PHAC Updates/Business**

The committee approved the March minutes with an edit that a formatted report was sent, and the committee had 2 weeks to review.

The PHAC membership term is 2 years. The next term will begin June 1, 2024, to May 31, 2026. The City thanked non-returning members James Faison, Halene Sigmund, and Sonja Forster for their contributions to the committee. The City will soon begin the reappointment process for returning members.

Osvaldo Guel walked the committee through the project dashboard. There will be an uptick in federally funded Seattle Department of Transportation projects. Moving forward, the City will break out the priority hire data by ZIP code.

#### **Priority Hire Ordinance**

Jeanne Fulcher walked the committee through potential ordinance changes. This includes ZIP code methodology, advisory committee modifications, and legislative steps. The legislation is currently in the review process. The City will send the legislation once it has been submitted to Council in late May or early June. The City will send a calendar reminder for the June council meeting, as well as the meeting link. Members can attend virtually or in person. The City noted that the committee can collectively submit a written recommendation supporting the legislation and/or develop language consensus for public comment. The City offered to send the existing recommendations language now, and the committee can edit the changed language and review the legislation later. The committee agreed.

#### **Increase Priority Hire Worker Retention on the Job**

The City explained its current retention strategies and data to inform how they're working. The committee requested the average hours by women for the next meeting, as well as apprentice retention outcomes by race and trade. The City will also follow up on who ensures Acceptable Work Site training information is passed down when construction management staff leave a project. The City noted that ensuring there is a system in place for information to get passed along can be a potential recommendation. James Faison separately noted the importance of having a pipeline for pre-apprentices to become general contractors.

The committee held further discussion in their respective stakeholder groups. Contractors were not in attendance for stakeholder group sessions and therefore did not provide feedback. The remaining stakeholder groups then reconvened and provided the following feedback and discussion.



*What goes into successful retention on the job and/or industry?*

- Community
  - Monitoring workers on job sites and addressing issues in a timely manner.
- Training
  - Workers having social connections that can support them.
  - Companies and apprenticeship programs having people in their organizations monitor and check in with apprentices.
  - Increasing financial support service funding and/or expanding what pre-apprenticeships can use financial supports for.
- Labor
  - Teach mentorship or similar retention classes to advanced apprentices before they journey out (ex. Mandate mentorship matters course).
  - Provide mentors for apprentices to help navigate jobsite situations and understand what it is to be an apprentice, a union member, and an employee to a contractor.
  - Provide communication to union reps and apprenticeship coordinators on how to handle jobsite situations.
  - Develop a vehicle for contractors to provide performance feedback to apprentices and their program, and offer opportunities to get needed training.
  - Ensure strong communication between contractors and training programs to discuss apprentice needs.

*Beyond current efforts, what could the City do to improve retention?*

- Community
  - Continue existing work around:
    - Visibility of the City's Priority Hire team on jobsites.
    - Informing workers how they can share complaints.
  - Expand priority hire project requirements (e.g. priority hire ZIP codes, apprentice utilization) to Seattle Public Schools projects.
  - Have community work with the City's Priority Hire team to help reduce layoffs for underperformance.
- Training
  - Expand flexibility in how pre-apprentice programs can spend support services to assist students and graduates.
  - Incentivize contractors to retain priority hire workers (Ex. 1,000 hour threshold = bid point for next project)
  - Provide more priority hire data by craft, pre-apprentice status, etc. to unions.
  - Require unions that have apprentices hustle their own work to shift to "dispatch only" policy.
  - Put preferred entry apprentices at the top of dispatch lists.

*What could stakeholder groups do?*

- Community
  - Have community engage with the City's Priority Hire team and receive updates related to work being done by the enforcement team.



## Seattle Finance & Administrative Services

- Allocate money for community to be on site on job projects alongside City staff and union reps.
- Training
  - Expand pre-apprenticeship pathways into public agency construction and maintenance crews.
- Labor
  - Educate apprentices on what apprenticeship coordinators and union reps do, such as job site rights and what representation means.
  - Strengthen relationships between union reps and training programs to flag potential training concerns and opportunities.
  - Survey contractors about what training and support they see apprentices needing on the job.
  - Teach apprentices who are allowed by their apprenticeship to hustle work.
  - Provide exit evaluations for apprentices that are laid off to see if any training or supports would have helped them stay on the job.

### How do you define success for retention on the job?

- Training
  - No disparity among workers, based on race of workers.
  - Union workers reaching vested status.
- Labor
  - Workers understand what the jobsite culture is (ex. aware of prejudices and differences) and what to do when in certain situations.
  - Workers have an understanding of the CWA.
  - Fewer turnarounds.

### FAS Updates

The City is awaiting council budget updates for the RFP.

The bidder process is in review. The City will continue to update the committee on progress.

The City talked about upcoming work along the Duwamish and interest in connecting outreach and pre-apprenticeship programs with the Environmental Protection Agency regarding community engagement and supporting individuals interested in entering the trades.

### PHAC Member Attendees

|            |                 |   |
|------------|-----------------|---|
| Community  | Abdirahman Omar | Partner in Employment   |
|            | Gregory Davis   | Rainier Beach Action Coalition (RBAC)                         |
|            | Claude Burfekt  | Seattle-King County NAACP; Coalition of Black Trade Unionists |
| Contractor | Virginia Owens  | Seattle Public Schools  |
|            | James Faison    | Faison Construction   |
|            | Sonja Forster   | Association of General Contractors (AGC) of Washington        |
|            | Jamie Stuart    | Valley Electric   |



**Seattle**  
Finance &  
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|          |                 |   |
|----------|-----------------|---|
| Labor    | Tony Butler     | IBEW 46   |
|          | Marianna Hyke   | NWCI  |
|          | Marilyn Kennedy | OPCMIA 528                                      |
| Training | Jerry Jordan    | PACT  |
|          | Karen Dove      | ANew  |
|          | Steve Petermann | Washington State Correctional Industries (TRAC) |

**Facilitator**

- Tali Hairston                      Equitable Development

**City Representatives**

- Jeanne Fulcher                      FAS
- Osvaldo Guel                      FAS
- Anna Pavlik                      FAS
- Julianna Tesfu                      FAS

**Guests**

- Carl Hogle                      Port of Seattle