



Meeting Notes

Priority Hire Advisory Committee (PHAC)

November 13, 2024, 9 AM – 11:30 AM

Hybrid Meeting

Welcome and Purpose

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

PHAC Updates/Business

The committee approved the September minutes with no edits and confirmed the 2025 PHAC schedule with no edits.

PHAC Dashboard

Osvaldo Guel took the committee through the PHAC dashboard. Discussion was held around non-manual credit, and next steps for workers that leave labor. Osvaldo confirmed priority hire covers prevailing wage workers.

Priority Hire and PHAC Overview

Tali presented the 2024 year in review and asked the committee to write down what did and did not work during the year. Tali will review the written feedback and make adjustments with the City as needed.

Jeanne Fulcher outlined the 2025 topics and asked the committee to review and determine the top agenda items. The committee provided the following categories for agenda items:

- Career Workforce (including outreach, training, and retention)
 - Onsite training to prevent bullying, hazing, and harassment
 - Supporting pathways from training
 - Working with immigrant communities
 - Labor standards
 - Prison pathways
- Small Business Support
- Supporting WMBE and the Immigrant/Refugee community

The committee agreed that the provided categories prioritized the priority hire continuum. Continuum was defined as having an individual go from not knowing about priority hire to owning their own construction business, and all the steps that occur in between.

A committee member suggested “increasing the amount of people/pathway who come into preparatory programs” as an agenda item.

The committee agreed to dedicate time during the January PHAC meeting to use the continuum approach to brainstorm what should be prioritized under each category and finalize the 2025 topics. The City committed to making note of recommendations that would require new funding or additional staffing capacity.



Annual Recommendations

Jeanne Fulcher took the committee through the 2023 PHAC recommendations and the 2024 City plan of actions that occurred as a result.

A committee member noted the value of City compiling and reporting on data collected during project site visits. The City will confer with the team on data collected and how it could inform committee discussions.

Tali will start working on the 2024 annual report and estimates completion being in January/February. He worked with the committee to confirm the current recommendations and hold discussion about each recommendation for report context.

- The following discussion was held regarding the following recommendation:
 1. “PHAC recommends that the expansion of priority hire to a regional group requires better alignment of the goals and CWA language to reduce the differences in priority hire, policy language and redundancy.”
 - An expansion is positive because the region is working for the same goal.
 - Individual agency interests and needs would need to be accounted for, and could make it difficult to bring programs fully into alignment.
 - Committee members noted that it’s difficult to confirm the recommendation without knowing the similarities and differences amongst the public agencies.
 - The City noted that it could share the committee’s recommendation with other agencies, though action taken would be up to individual agencies.
 - The committee felt that the recommendation was positive and should remain in the report.

Rather than them vote today, Tali will use the discussion to update the recommendation and bring it back at the January meeting so that it is more concise for them to review and vote.

2. “PHAC recommends the City proactively address the systemic underrepresentation of women on priority hire projects.”
 - Tali asked the committee for more specific recommendations implementation, such as the City release RFPs that prioritize women.
 - The committee suggested adding language to talk to high school counselors, and for the City to encourage partners to raise awareness on the issue.
 - A committee member asked if the City has data showing ANEW or other program’s success with women. The City confirmed there is data via ARTS and that ANEW creates a key pathway into the trades for women.
 - A committee member asked if there are a lack of women applicants or are women not being accepted upon applying. After discussion, the committee members did not determine only one factor that was driving the underrepresentation of women.

Tali will recraft this recommendation and bring it to the January meeting.

FAS Updates

ZIP codes have been rolled out; partners have been told they can use the new ZIP code list.



Seattle Finance & Administrative Services

Council's rebalanced budget includes consultant funds. The vote on the final budget is November 21.

Guidebooks are complete and hardcopies are being distributed.

PHAC Member Attendees

Community	Claude Burfekt	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
	Marilyn Kennedy	OPCMIA 528
	Andrea Ornelas	Laborers 242
Training	Jerry Jordan	PACT
	Karen Dove	ANew
	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
	Vicki Puckett	Cornerstone General Contractors, Inc.

Facilitator

- Tali Hairston Equitable Development

City Representatives

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

Other Attendees

- Jesse Cervantes Western States Regional Council of Carpenters