



Seattle Finance & Administrative Services

Priority Hire Advisory Committee

PHAC Meeting Notes

Priority Hire Advisory Committee (PHAC)

May 12, 2021, 9 AM – 11:00 AM

Video Conference and Call-In

Welcome and Purpose

Tali Hairston welcomed the committee and led a common good framework activity. Purpose stated on each agenda.

PHAC Updates/Business

- The committee voted to approve the March meeting minutes with no edits.

- Workforce investment RFP – In partnership with Sound Transit and the Port of Seattle, the City issued a \$1.75 million RFP for worker outreach, retention and pre-apprenticeship/job readiness training. The City awarded:
 - Outreach: Urban League and Rainier Beach Action Coalition
 - Retention: Urban League and ANEW
 - Pre-apprenticeship: PACT, Carpenters, Ironworkers and ANEWOne of the original awardees declined to move forward after staffing and capacity changes.

- Priority Hire Annual Report – the report includes themes of community impact, race and social justice and Priority Hire as a strategy for equitable economic recovery. The City anticipates the report to be released soon. The City will schedule an ad hoc meeting with PHAC members and guests to walk through the report before the next PHAC meeting.

- Seattle Schools SCWA – Seattle Public Schools (SPS) has \$1.4 billion from a recent levy to renovate and rebuild schools. They are moving forward with their Student and Community Workforce Agreement for the projects over \$5 million, which are considered public works. They have a number of projects starting this summer, with more in the coming years. The City is the third-party administrator, and is already attending pre-bid meetings and will soon be at pre-jobs. SPS is also implementing new work WMBE contracting efforts. The City will share the SPS point of contact for WMBE efforts. For more information, go to:
 - <https://www.seattleschools.org/district/district-quick-facts/initiatives/student-and-community-workforce-agreement>
 - <https://www.seattleschools.org/departments/capital-projects-and-planning/school-construction>

- USDOT (Jobs to Move America) – Currently, USDOT prohibits local hiring programs on projects that receive their funding. They are likely to lift the prohibition to pilot local hire programs on federally funded projects soon. The City is planning to request to participate in the pilot. USDOT will have a 30-day comment period on the pilot, during which the City encourages PHAC members to submit comments. The City has not heard if the potential pilot will affect DBE participation.

- Acceptable Work Site (AWS) training resources – PHAC members can access AWS training resources at <https://anewaop.org/city-of-seattle-acceptable-work-sites/>, [Acceptable Work Sites - Purchasing and Contracting | seattle.gov](#)



PHAC Discussions and Recommendations

PHAC reviewed and discussed the non-manual credit handout for the meeting. The City provided background on the non-manual credit, noting it was originally proposed by the Construction Careers Advisory Committee (PHAC's predecessor) in 2014, and resulted in being incorporated into the ordinance and community workforce agreement. Michael gave further background, noting that the non-manual idea stemmed from community groups providing input on Sound Transit's project labor agreement. The community groups worked with individuals interested in the industry, but in opportunities outside physical labor. He provided an example of a woman with clerical skills who was hired as a receptionist by a prime contractor on a Sound Transit project. She worked for the contractor for the several years while the project was active, and stayed on afterward to do timesheets and payroll. In this instance, she had a career ladder beyond the project. Community members could benefit from similar opportunities.

PHAC members broke into stakeholder groups to discuss the City-proposed modifications to the non-manual credit. Discussion points included:

- **Contractor access**

The contractor subgroup proposed that any contractor should be able to access the credit. There was some disagreement, with a member noting that prime contractors are on projects longest, resulting in increased long-term opportunities for non-manual positions. The topic was tabled for a future discussion.

- **Employee access**

Some members noted the non-manual credit should be open to new hires to increase opportunities for those entering the industry. Others proposed opening the credit to existing employees to help contractors meet Priority Hire requirements, particularly as Priority Hire demand increases with SPS projects starting and programs at King County and the Port of Seattle underway. One idea was to offer the credit to new hires and promotions only.

Several PHAC members noted concerns on the impact to existing Priority Hire apprentices, particularly those who journey out. They questioned if the non-manual credit would negatively impact their advancement and retention. It was also noted that the current non-manual credit is a relatively small opportunity, in that if used, it would a small impact to existing Priority Hire workers. It could still be more beneficial to community members than just the traditional Priority Hire approach.

The topic was tabled for future discussion.

- **Wages**

The contractor subgroup proposed that the wage include base rate plus benefits. The City noted that was part of the existing City-proposed modifications.

At the end of the discussion, PHAC voted to move forward with the City-proposed modifications for the time being, and revisit recommendations to change the modifications at a future meeting.



Seattle
Finance &
Administrative Services

Priority Hire Advisory Committee

PHAC Member Attendees

Joe Carter	United Black Christian Clergy	Jamal Middlebrooks	PNWRCC
Karen Dove	ANew	Andrea Ornelas	Laborers Local 242
James Faison	NAMC	Melanie Parrett	Hot Mix Pavers
Sonja Forster	AGC	Steve Petermann	DOC/CI Construction
Abdi Hashi	Community Rep	John Salinas	Salinas Construction
Jerry Jordan	PACT	Halene Sigmund	CITC
Marilyn Kennedy	OPCMIA 528	Patrice Thomas	Technical Advisor
Chris McClain	Ironworkers Local 86	Michael Woo	Community Rep
Michelle Merriweather	Urban League of Metropolitan Seattle		

Consultation

Tali Hairston	Consultant/Facilitator
---------------	------------------------

City Representatives

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