



Seattle
Finance &
Administrative Services
Priority Hire Advisory Committee

PHAC Meeting Notes

Priority Hire Advisory Committee (PHAC)

November 13, 2019– 9 a.m. - Noon

South Seattle College Georgetown Campus

6737 Corson Ave. S., Seattle, 98108, Building C, Room 122

Welcome and Purpose

Tali Hairston welcomed the committee and reviewed the agenda.

The City is awaiting final appointments for the vacant community, labor and training seat.

Project Performance & Workspace

FAS and PHAC reviewed the project performance on priority hire projects. A request was made for pre-ordinance project performance which is located in the 2018 priority hire annual report. An additional request regarding WMBE performance will be followed up on with City and member making request.

Prior to the breakout activity, the committee provided suggestions on what is needed to foster a helpful working space. The input included considering project size when setting project goals, revisiting the requirement that a driver's license is required at the time of application for apprenticeship and knowing how many priority hire apprentice and journey workers are available at any given time.

Diverse Worker Pathway Development

Tali introduced the breakout activity and restated the common good framework, specifying stakeholder discussion. The committee separated into their stakeholder groups and held discussion. Upon discussion, each stakeholder group developed feedback that was reviewed by other stakeholder groups. Upon review, each stakeholder group developed questions and responses for other stakeholder groups' feedback and collectively came together to discuss the following:

Formerly Incarcerated

- Provide scholarships for work release individuals entering pre-apprenticeship training
- Funding for extended case management
- Partnerships with justice focused organizations (for ex. What's Next Washington)

Substance Abuse

- Learn and examine primary substances used
- Partner with drug court and improving outreach and education to employers, apprenticeship programs etc. around the drug court system
- Capture family health services
- City of Seattle require drug free workplaces
- Create pathway back to employment to reduce lifetime bans
 - Research number of workers being impacted and based on results, add language in the CWA around suspension time for substance abuse



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- Embed language in City’s contracting policies, not just within priority hire, to make it a leading industry standard
- Implement a suicide prevention class for contractors
- Inhibit safe injection sites

Language Support

- Central hot line for interpreter services and general resources
- Bi-lingual posters for contractors provided by the City
- Translation for basic safety documents provided by the City
- Resources for English as a Second Language classes
- House all language resources that the City develops on the City’s website

Licensing Support

- Require a driver’s license at the 6th month point of an apprenticeship versus upon apprenticeship entry
- Decriminalize fines and fees (driving while licenses suspended third degree)
- Ensure apprenticeships have information to provide apprentices seeking licensing support (for ex, license recovery court)
- Create a community of practice for organizations to learn from one another and use the knowledge gained to assist their own clients
 - Host priority hire licensing fairs for individuals needing licensing support, legal counsel etc.
- Continued and/or expanded funding for driver’s license support services from the City

Good of the Order

Meeting minutes from the September PHAC meeting were reviewed and approved with no edits.

A committee member noted focusing on accessibility and capacity building for community-based organizations to reach target populations.

The City explained that priority hire project goals were developed from the original committee’s recommendation to set goals and requirements based on project type. City Council set the goal to have 40% of hours performed by workers living in economically distressed ZIP codes by 20205.

PHAC Member Attendees

Dale Bright	Laborers 242
Karen Dove	ANEW
Marilyn Kennedy	OPCMIA 528
Sonja Forster	Associated General Contractors of Washington
Marge Newgent	IUOE 302
Melanie Parrett	Hot Mix Pavers
John Salinas Jr.	Salinas Construction
Halene Sigmund	CITC
Patrice Thomas	City of Seattle – Office of Planning and Community Development
Rodney Williams	Northwest Carpenter Institute
Michael Woo	Community Representative

Consultation



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Wendy Watanabe
Tali Hairston

Consultant/Facilitator
Consultant/Facilitator

City Representatives

Anita Adams
Liz Alzeer
Jeanne Fulcher
Jesse Gilliam
Anna Pavlik
Julianna Tesfu

City of Seattle – FAS
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City of Seattle – FAS

Other Attendees

Abdi Hashi