



Seattle Finance & Administrative Services

Priority Hire Advisory Committee

PHAC Meeting Notes

Priority Hire Advisory Committee (PHAC)

January 23, 2020- 9 AM - 12 PM

South Seattle College Georgetown Campus

6737 Corson Ave. S., Seattle, 98108, Building C, Room 110/111

Welcome and Purpose

Tali Hairston welcomed the committee and reviewed the agenda.

PHAC Updates/Business

The committee confirmed the 2020 PHAC meeting schedule. December PHAC meeting minutes will be sent out via e-mail for virtual approval.

The committee discussed potential future agenda items. Members proposed coordinating with similar City programs, conducting a ZIP code analysis, revisiting City Council's 40% PHAC goal, and regional public owner demand and training capacity.

Tali reiterated the common good framework and asked the committee to provide best PHAC practices when having conversations. Members shared the following best practices:

- Active listening
- Regardless of stakeholder group, there is a shared committee goal
- Remain action oriented
- Be transparent and candor with one another
- Be as objective as possible
- Listen to the message, not the messenger
- Be mindful that if a message is seen as conflicting, it is because the individual is attempting to create a solution that gets the committee to the end goal
- If something isn't working, try and address it head on
- Remain mindful of the committee's purpose

The City suggested having cross stakeholder engagement. Committee members suggested visiting training programs and inviting community members to PHAC.

Priority Hire Recommendations Review

Over the last month, Tali met with each stakeholder group to discuss the proposed recommendations.

The committee broke into their stakeholder group to discuss the proposed 2019 PHAC Annual Report recommendations. The committee reconvened and each stakeholder group reported their feedback.

Labor

Approaches for Acceptable Work Sites training

- Review the Acceptable Work Site Video
 - Place in bid docs on all projects

Address Language Translation Needs of the City's Diversifying Workforce.

- The City provide ESL resources

Explore Ways to Address and Reduce Persistent Drug Use and Addiction.



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- Test for impairment versus usage

Recommend the City provide targeted outreach supports to formerly incarcerated populations.

- Ensure support isn't limited to individuals ages 18-24
- Fund transitional housing

Resource training and community-based organizations with technical language assistance tools that encourage full participation in the construction industry and improve recruitment and retention.

- Upon dispatch, mentor partnerships occur within the company/by contractors

Contractor

Good Faith Efforts

- Clarify good faith efforts for administrative work (non-manual positions)
- FMLA, paid sick and family leave to be considered within good faith efforts
- Eligibility for work based on union standing

Approaches for Acceptable Work Sites Training

- Requested confirmation that Acceptable Worksites in PHAC purview

Address language translation needs of the City's diversifying workforce.

- Change the language in the first bullet from ensure to reduce
- Replace the existing sentence in the second bullet to "Form a sub-committee to work with the City in creating translated resources specific to the priority hire pipeline."

Explore ways to address and reduce persistent drug use and addiction.

- Inform unions and community-based organizations on the options for drug use services and resources
- Delete the remaining bullet points
 - Second chance language can be conflicting because some contractors have a zero-tolerance policy

Recommend the City support national effort to reduce Driver's License suspensions as a workforce barrier for low-income populations.

- Reduces only union barrier
- Cost and legal liability can increase for contractors
 - Non-moving violations has less economic impact

Community

- Proposed a new PHAC recommendation: Place career connected learning, such as the Priority Hire program inside local high schools.
 - Narrate barriers and roadblocks such as drug and alcohol abuse, incarceration and driver's licenses

The committee voted to table this recommendation.

Good Faith Efforts

- In agreement with good faith efforts language

Approaches for Acceptable Work Sites Training

- Survey how AWS being received by employees and employers
- Embed training in pre-apprenticeship/trades curriculum



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Address language translation needs of the City's diversifying workforce.

- Confirm the allowable English proficiency

Explore ways to address and reduce persistent drug use and addiction.

- Update recommendation to say, "Explore ways to address and reduce persistent drug use and addiction industry wide."
- Confirm if the recommendation includes alcohol as well

Recommend the City provide targeted outreach supports to formerly incarcerated populations.

- Update recommendation to say, "Recommend the City provide targeted outreach supports to currently and formerly incarcerated populations."
- Widen age range to more than 18-24-year old's

Recommend the City support national effort to reduce Driver's License suspensions as a workforce barrier for low-income populations.

- Proposed a new PHAC recommendation: Eliminate driver's license as a entry requirement and allow the worker six months, upon entry, to obtain one. The committee voted to table this recommendation.

Committee members suggested implemented driver's education in high schools and obtaining driver's license data from apprenticeships.

Training

- Mentor and coach are used interchangeably, change mentor to coach.
- Conduct an analysis on the preferred entry requirement to see what is and isn't working.

Explore ways to address and reduce persistent drug use and addiction.

- Additional funding for outreach and retention work

Good of the Order

The PHAC committee agreed that recommendation number two, regarding Acceptable Work Sites Training, is a satisfactory recommendation and voted to leave it as is in the PHAC annual report.

Office of Housing funded a loan project on second and Mercer. It is covered under the CWA and is the first residential project.



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PHAC Member Attendees

Dale Bright	Laborers 242
Joe Carter	United Black Christian Clergy
Karen Dove	ANEW
Sonja Forster	Associated General Contractors of Washington
Marilyn Kennedy	OPCMIA 528
Michelle Merriweather	Urban League of Metropolitan Seattle
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

Tali Hairston	Consultant/Facilitator
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City Representatives

Anita Adams	City of Seattle – FAS
Liz Alzeer	City of Seattle – FAS
Jeanne Fulcher	City of Seattle – FAS
Jesse Gilliam	City of Seattle – FAS
Laine Middaugh	City of Seattle – Mayor's Office
Anna Pavlik	City of Seattle – FAS
Julianna Tesfu	City of Seattle – FAS