



PW JAC Meeting Minutes

City of Seattle CWA Joint Administrative Committee (JAC)

January 4, 2023, 10:00 a.m. – 11:00 a.m.

Virtual Meeting, via Teams

Introductions

The December 2022 meeting minutes were reviewed and approved with no edits.

Success Story

Hoffman Construction shared a story about one of their apprentices on Overlook Walk, DeVonte Rogers. They met DeVonte at ANEW's graduation in July. He was eager to learn, honest and humble. Hoffman sponsored DeVonte to enter the Laborers apprenticeship program, and he started work. He's excelling in the field across several of Hoffman's projects. DeVonte is part of Hoffman's mentorship program, in which he meets once a month with his mentor and ensures he has what he needs to succeed. Hoffman plans to keep him on the project through the last pour. Hoffman has found that the more time they put toward investing in potential workers, the better off they are in the long run. DeVonte was able to talk with ANEW students on a site tour recently.

The City encouraged other contractors to get into pre-apprenticeship classrooms and mentor those graduates in the industry.

Update on Work Progress, Workforce Needs and Reports and Safety

430 Water Transmission

The project is 35% complete, with 9-10 months left. About 12 crew members are working on the pipeline. The crew size will likely stay that way for the near future. There are no safety or COVID concerns. Titan has submitted some good faith efforts, which should help with performance. Titan is also working toward bringing preferred entry candidates on the project.

The City will follow up on crew demographics to ensure the project will meet Priority Hire requirements.

Cedar Falls Substation

The project is 65% complete. Work slowed in December due to weather. There are about seven workers on site now, with work progressing as weather allows. Quanta is working with subs to increase performance. The project has about 9,000 hours left, with estimated completion in August.

The City noted appreciation for the information Quanta has submitted to help understand where performance is at.

Marion Street Pedestrian Bridge

The project is 30% complete. Work slowed in December due to weather. Current and upcoming work includes a lot of carpentry for the bridge over Alaskan Way. Flatiron also expects to hire a couple laborers in mid-February. At least one will be preferred entry. There was one recordable injury in December; a journey carpenter cut off the tip of their index finger. No bones or ligaments were cut; the worker was given pain medicine at the clinic. There were no COVID issues in December.

The City praised Flatiron for doing a good job, including commitment to hiring preferred entry candidates. The City reminded Flatiron to keep an eye on overall apprenticeship and women utilization.

Overlook Walk

The project is 18% complete. There were no safety or COVID issues in the last month. Priority Hire performance is increasing, though numbers are still in the red. Hoffman will be requesting a Priority Hire journey carpenter. MEP and steel work starts at the end of Q1, and will have a lot of hours. Hoffman is prepping those subs to meet Priority Hire requirements and goals. For self-performed work, Hoffman anticipates having a couple laborer openings in March, and will look for Priority Hire workers.

The City noted that Hoffman recently submitted apprenticeship plan, and still needs to submit a Priority Hire plan. The plan will help clarify the path to meet Priority Hire requirements, and where the City can help.

Ship Canal Water Quality Project - Tunnel Storage

The project is 65% complete. Work slowed in December due to weather. There are no safety concerns. There is still lots of surface work, including excavation at remote sites, restoration and buildings. Lane is meeting with key subs and monitoring performance. Lane is also working with union reps and the City weekly to forecast work and plan for workforce needs.

City will continue to work with Lane and subcontractors doing surface work to focus on apprenticeship. The City appreciates the regular meetings with union reps and subcontractors.

Seattle Municipal Towers Elevators

The project is 25% complete, with estimated completion in January 2025. HWS has turned over four elevator cars, and are working on the next four. HSW expects the work moving forward to be smoother. There have been no safety or COVID concerns to date. Priority Hire performance is improving. HSW is talking to their main sub, Otis Elevators, who is taking strides to improve performance. It's been challenging since their main trade is specialized work, but they're doing what they can, particularly with Priority Hire apprentices.

City reminded all contractors to use the City's dispatch form, as it demonstrates good faith efforts if Priority Hire workers are unavailable.

South Park Drainage and Roadway

The project is 80% complete. The project shut down for two weeks in December due to weather. There have been no safety or COVID concerns. Gary Merlino is shifting non-PH journey workers to other projects. The current crew is nine workers, of which seven are Priority Hire. Gary Merlino is focusing on Priority Hire journey performance. The project's approximate end date is March 31, 2023.

The City appreciates Gary Merlino's efforts to shift non-Priority Hire workers to provide more opportunities to Priority Hire workers on this project.

Union Street Pedestrian Bridge

The project is complete. They had a recent ribbon-cutting ceremony. The project met or exceeded Priority Hire requirements with good faith efforts.

Waterfront Main Corridor

The project is about 76% complete. There are no safety or COVID concerns. Gary Merlino brought on 3 Priority Hire journey cement masons in December. Work slowed in December due to the weather. Gary Merlino is now focusing on Priority Hire apprentices, and is working with a sub with low performance.

The City noted that while there are a lot of projects on the waterfront right now, each City project under the CWA has their own Priority Hire workforce requirements.

Waterfront Pier 58

The project is 12.5% complete, with estimated completion in late July, 2024. There are no COVID issues. There are no safety recordables since last month; just one on the project to-date. The project is trending up in Priority Hire

journey performance. PPM had a Priority Hire apprentice resign after three weeks in December, and submitted a dispatch request for a replacement. PPM crewed down from 18 to 13 workers, which should also help with Priority Hire performance. PPM's biggest sub right now is Rebar International, but they currently have little opportunity to help with Priority Hire performance; most of their work is off site. PPM is still talking to subs though.

The City sees PPM's dispatch requests, and is prepared to help track good faith efforts.

Labor Compliance

New Years Day (January 1) was at holiday rates. MLK is January 16, and also has holiday rates.

Grievances

No updates.

App/Pre-app Updates

The Carpenters provided the following update via email:

NWCI has Pile Drivers, EIS (drywall, acoustical ceiling and metal stud framing) and General Carpentry pre-apprenticeship graduates seeking work.

NWCI is getting ready to recruit for an upcoming 3 week General Carpentry class funded by WSDOT. The class is set to begin on 1/16 at our Renton Training Center and will host an information session virtually today, 1/4/23 @ 3:30 PM. We plan to have virtual interviews 2/8/23 @ 8:30 AM; more information and invites will be sent shortly.

Both happy and excited to announce we have finally procured a relationship with JBLM and will host our first ever 8 week veteran specific pre-apprenticeship classes at our DuPont Training Center April 3rd. We will be reaching out to our contractors and community partners for your support as we move closer to the date, so more information to come in the upcoming months.

NWCI will putting a large focus on retention of our pre-apprenticeship graduates, women and our BIPOC apprentices. We plan on doing jobsite visits so if there's any contractors on the call that would like to collaborate on retention efforts.

We are bringing back the SHARP workshops and will host these workshops once a quarter for 2-3 hours to help apprentices to build and/or hone in their skill sets; so if there's any feedback on some of those skills sets you'd like to see on your site, please email mtalbott@nwci.org.

Last, but not least we do have the spreadsheet we send out twice a month of all pre-apprenticeship graduates who have been accepted into the apprenticeship. The list is organized by region and clearly identifies the graduates name, gender, ethnicity, veteran status, craft, priority hire status and total hours worked. With the spreadsheet we also include our dispatch contact information to make the process of getting member utilization to you easier.

However, you can always place an "open call" with our dispatch office for your General Carpentry, Interior Systems and Pile Driver priority hire needs.

Ironworkers pre-apprenticeship has an evaluation day on January 18. The cohort starts January 30. Graduation will be February 24.

PACT started their winter cohort January 3, with 15 students. PACT is looking for volunteers to help with mock interviews on March 2. The Meet and Greet will also be in March, during which contractors meet Priority Hire individuals. The City noted that they would like to see more primes and subs at these kinds of events.

ANEW/PACE has two cohorts starting in the next two weeks. Mock interview schedules will be provided at the next JAC meeting. ANEW is also streamlining their jobsite visit requests for contractors.

TRAC graduated a class on December 2. Another cohort will start in a few weeks, for a spring graduation. CTAP will have graduates after this quarter.

Craig First-Rider with Urban League introduced himself to contractors and union reps. Urban League provides retention services for registered apprentices, drivers relicensing, support services, and outreach and recruitment work.

Old/Unfinished/New Business

The following projects will be starting soon:

- **Green Lake Boathouse:** The prime is Kassel and Associates. The project starts in next couple months. They'll need laborers and carpenters. Kassel is reaching out to subs to see if they'll have capacity to bring on PACT graduates.
- **Pike Pine Streetscape & Bicycle:** Gary Merlino is the prime contractor.
- **Wallingford Conveyance:** JW Fowler is the prime contractor.
- **Water Main Rehab Package 4:** MidMountain is the prime contractor.
- **Sewer Lining Contract:** Michels Trenchless is the prime contractor.

The February JAC meeting will be in person at the Seattle Building Trades building in Tukwila. There will not be a virtual option.

Good of the Order

Next JAC Meeting
Feb. 1, 2023 – 10 a.m. – 11 a.m.
Seattle Building Trades (14675 Interurban Ave S, Tukwila, WA 98168)

JAC Member Attendees

Mark Allard	IUOE 302	Marge Newgent	Teamsters 174
Fernando Arevalo	Seattle Building Trades	Bryan Ayers	Teamsters
Dave Benson	Local 54 Roofers	Lisa Bogardus	Seattle Building Trades
Joe Dugger	IBEW 46	Elwood Evans	IBEW 46
Juan Espinoza	Laborers 242	Bob Korth	Ironworkers 86

City of Seattle Attendees

Jon Bersche	COS – FAS	Martin Norman	COS – FAS
Michael de Give	COS – FAS	Anna Pavlik	COS – FAS
Rick Dimmer	COS – FAS	Danielle Powell	COS – FAS
Sloane Whitaker	COS – Seattle Conservation Corp	Michael Panlasigui	COS - SPU
Michael Panlasigui	COS - FAS	Oswaldo Guel	COS - FAS

Contractor Representatives

Tae-Hee Han	Lane Construction	Todd Hassing	Kraemer
Emily Wallace	JW Fowler	Karen Peck	Flatiron
Ryan Stevens	Titan Earthwork	Jim Wilde	Gary Merlino
John Hamilton	Hoffman	Mitchell Ricker	
Jade Huang	Howard S. Wright	Christopher Cruz	

Other Attendees

NeeCee Davis
Delaun Clewis

PACT – Seattle Colleges
ULMS

Craig First-Rider
Marianna Talbott

Urban League (ULMS)
Carpenters Pre-Apprenticeship

Suzanne Arkle

Zann, Inc.

Jack Laher

Ironworkers
Apprenticeship

Joel Schillinger
Lee Carter

Rob Jones
Maurice Kennedy

Urban League (ULMS)
ANEW

Jim Vasquez
Anders Black
Andrew Brinkley
Art Mitchel
Tim Burtis
Jim Carrol
Sarah Copeland
Fischer Cordell
Craig First- Rider
Cynthia Grant
Dave Benson
Dean Stone Burner
Chris Dilworth
Elwood Evans
Kevin Ford
Jeff Whaley
John Hamilton
Jordan Burman
Juan 242
Lisa BT
LU46
Mark Allard
Megan Clark ANEW
Jessica Murphy City
NeeCee Davis PACT
Presley Palmer
Steve Peter DOC
Daniel Powell
Evan Rapplier
Rob Jones
Jody Robinson
Ryan Stevens
Signoretty Antoine
Tom Peterson
Wallace Errily
Whitaker Sloan
Kara Williams

City Light