

Meeting Notes

Priority Hire Advisory Committee (PHAC)

March 13, 2024, 9 AM – 11:30 AM

Hybrid Meeting

Welcome and Purpose

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

PHAC Updates/Business

The committee approved the January minutes with a note to add that the Land and Legacy Acknowledgements were read moving forward.

The City will resend the updated charter to the committee.

The outline of the 2023 PHAC report is drafted. The unformatted report will be sent out to the committee. Members will have two weeks to review the report and offer final suggestions.

Oswaldo Guel walked the committee through the project dashboard and clarified that the date on the lower right of the dashboard should be 2024, not 2023. Priority Hire goals were added to the report per committee recommendation.

View from the Field

The City and Marilyn Kennedy shared a video from Cement Masons and Plasterers Local 528, displaying the diversity and benefits of their apprenticeship program.

Assess and Promote Contractors' Preparedness for Priority Hire

The City explained the current bidding process and introduced draft bidder responsiveness criteria that would be used as a tool to help bidders prepare for Priority Hire, and help the City determine a contractor's readiness. Allison Calvert noted that many contractors experience similar performance challenges. Once the bidder responsiveness criteria is finalized, the City would apply a point system to it.

The committee held discussions in their respective stakeholder groups. They then reconvened as a full committee and provided the following feedback and discussion:

Q1: Are we missing anything that would have a positive impact?

- Training Group
 - Workforce commitments – Ask for past performance instead of future promises to show commitment. Examples include submitting a letter from training programs stating their commitment, or showing that a contractor is on a program's board.
 - Existing workforce buckets – Give more weight to contractors who retain Priority Hire workers across projects.
- Contractor Group
 - Past performance
 - A contractor should be able to share if their performance includes good faith efforts. An example would be a contractor requesting a Priority Hire worker from the hiring hall, but none being available for hire.



- Consideration should be given if past performance is a different scope from the project on which the contract is bidding. Different scopes may be difficult to compare.
- Offer exemption from past performance if the bidder is a WMBE.
- Community Group
 - Past Performance – Safety should be pre-screened here versus at the responsibility checkpoint of the bidding process.
- Labor Group
 - Pre-Apprenticeship Commitments – Consideration should be given to the varying processes of getting into different apprenticeship programs. Sponsorship across different trades may not be feasible.
 - A general contractor should commit a point person for the entire project, including subcontractors, for priority hire and preferred entry performance.

Q2: Which bucket has the greatest impact?

- Training Group
 - Existing workforce and pre-apprenticeship commitments have the most impact on a good Priority Hire performance.
- Labor Group
 - Existing workforce is the most important as it shows contractors that already have Priority Hire workers on staff will be able to meet requirements more easily.
 - Pre-apprenticeship commitments are also important, as it shows long-term commitment. Contractors should get points for working with pre-apprenticeship programs, even if they don't sponsor anyone.

Q3: Which bucket has the least impact?

All buckets should be included to some degree, but the buckets should not be equally weighed.

- Training Group
 - Contract language has the least impact as language already exists and enforcement is hard.
 - Workforce commitments are also least important as it is hard to enforce promises.
- Contractor Group
 - Workforce commitments are the least impactful because project schedules constantly change.
 - The size of a contractor should be considered when looking at existing workforces. Larger contractors can more easily shift workers around, making it difficult for smaller contractors to compete in that category.
- Labor Group
 - Past performance is the least impactful because it's more difficult for smaller or newer contractors to complete that section.



- Sponsoring pre-apprentices is tricky since it doesn't account for graduates on out of work lists and the process for entering different apprenticeship programs varies. In addition, sponsored apprentices must still be approved by the JATC.

Questions for the City

- Can the City consider the state of the larger workforce when scoring, such as the number of workers on out of work lists?
- Can the City build in subcontractor supports in workforce preparation, such as mentorship for Black contractors?
- Can there be demerits for poor past performance?
- Can there be proof of concept and an evaluation after this process is put in place?
- How can the City verify and enforce future commitments given by contractors?
- Can community members be a part of the bidder evaluation process?
- How will the City evaluate past performance for new contractors?
- Are non-manual workers being included for the existing workforce? If so, can that be weighed differently?
- Can points be added for second-chance employers that hire previously incarcerated workers?

FAS Updates

The City is awaiting budget updates from the Mayor's Office in order to make award announcements for the RFP on Construction and Clean Energy Training. The Priority Hire team issued the RFP in partnership with the Office of Sustainability and Environment and the Office of Economic Development.

The timeline for legislative updates to the Priority Hire Ordinance is under discussion. There will be an update in May on whether the Ordinance will be brought to Council this year or next year; the new Council may need to focus on budget this year.

There are many active projects right now, and new ones starting soon, such as Nocturnal House at Woodland Park Zoo.

PHAC Member Attendees

Community	Abdirahman Omar	Partner in Employment
	Gregory Davis	Rainier Beach Action Coalition (RBAC)
	Claude Burfect	Seattle-King County NAACP; Coalition of Black Trade Unionists
Contractor	Virginia Owens	Seattle Public Schools
	James Faison	Faison Construction
	Sonja Forster	Association of General Contractors (AGC) of Washington
Labor	Jamie Stuart	Valley Electric
	Tony Butler	IBEW 46
	Marianna Hyke	NWCI



Seattle
Finance &
Administrative Services

	Marilyn Kennedy	OPCMIA 528
	Andrea Ornelas	Laborers 242
Training	Jerry Jordan	PACT
	Karen Dove	ANEW
	Steve Petermann	Washington State Correctional Industries (TRAC)

Facilitator

- Tali Hairston Equitable Development

City Representatives

- Allison Calvert FAS
- Jeanne Fulcher FAS
- Osvaldo Guel FAS
- Anna Pavlik FAS
- Julianna Tesfu FAS