



Meeting Notes
Priority Hire Advisory Committee (PHAC)
March 8, 2023, 9 AM – 11:00 AM
Hybrid Meeting

Welcome and Purpose

Tali Hairston welcomed the committee. Kiersten Grove FAS Interim Department Director introduced herself and meet the committee. City staff introduced themselves as well.

PHAC Updates/Business

PHAC approved the meeting minutes from January 11, 2023.

PHAC Schedule for 2023

*Meeting is on the 2nd Wednesday of every other month (Jan, March, May, July, Sept, Nov). No change in time of meeting (9 am-11 am).

*PHAC members are welcome to meet in their stakeholder group whenever they like (contractors, training providers, labor, and community advocates) outside of PHAC at any time.

*Any committee member can call a full PHAC meeting outside the normal schedule.

*Reminder that the attendance policy requires PHAC members to attend 4 out of the 6 meetings in a year.

PHAC Discussion

Group decision-making

- Tali went over the advisory committee charter guidelines for voting and outlined the goal of finalizing the annual report voting in the current meeting.

Recommendation: Create a Functional Non-Manual Credit Option

The committee discussed the following benefits to a non-manual credit:

- Opening the non-manual credit from prime contractor to all contractors (change in existing language) provides community members who are not interested in manual labor work a viable position working as engineers, office administrative positions, and more.
- The non-manual credit can be used to hire and train workers who are new to the industry. Their non-manual credit status could then be carried over and moved to other Priority Hire projects, promoting retention.



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- The non-manual pathway can help BIPOC workers and women obtain a viable career in the construction industry, further supporting Priority Hire's aspirational goals for those underrepresented in the industry.
- A committee member suggested the City report at the JAC on the job classifications used for non-manual positions.

The committee discussed the following challenges to a non-manual credit:

- The non-manual credit could decrease the opportunity for workers who do physical construction work. Priority Hire is designed for those workers specifically.
- The City should continue to focus on racism and jobsite environment in the trades, particularly for Black and African American workers and not get side tracked with office positions.
- Monitoring and enforcing the non-manual credit could be challenging.
- Another committee member recommended that non-manual language be more descriptive and clearer, including defining what jobs count.
- The City would have to negotiate any changes to the Community Workforce Agreement's (CWA's) non-manual credit language with the Seattle-King County Building Trades and the Carpenters. All CWA parties would have to agree on the language. The City can propose amendments at any time.

Recommendations

- Recommendation A: Affordable Housing
Majority was thumb-up and one was thumb down.
- Recommendation B: RISE UP Program
All was thumb-up.
- Recommendation C: Workforce Development Strategies
All was thumb-up.
- Recommendation D: Priority Hire Zip Code
All was thumb-up.
- Recommendation E: Eliminate Covid Vaccine Requirement for City of Seattle Contractors (Delete)
All was thumb-up to delete this recommendation since Mayor Harrell has already eliminated the requirement.
- Recommendation F: Create a Functional Non-Manual Credit Option:
Majority was thumb-up and one was thumb-down.

FAS next steps

- Send out invites and agenda for future PHAC meetings to committee members.
- Bring Priority Hire ZIP Code list discussion to PHAC in May PHAC meeting.



PHAC Member Attendees

- Antonio "Tony" Butler - IBEW – Labor
- Marilyn Kennedy - OPCMIA Local 528 – Labor
- Andrea Ornelas - Laborers Local 242 – Labor
- Abdirahman Omar- African Careers – Community
- Claude Burfect - Seattle King County NAACP; RPAC; Coalition of Black Trade Unionist – Community
- Gregory Davis - Rainier Beach Action Coalition – Community
- Sonja Forster - Association of General Contractors (AGC) of Washington – Contractor
- Jamie Stuart - Valley Electric – Contractor
- Jerry Jordan - Seattle Colleges Pre-Apprenticeship Training – Training Provider
- Karen Dove - Apprenticeship and Non-Traditional Employment for Women – Training Provider
- Steve Petermann - Construction Trades at Washington State Correctional Industries, Lead Instructor Trades Related Apprenticeship Coaching (TRAC) – Training Provider
- James Faison - Faison Construction – Contractor

Facilitator

- Tali Hairston - Equitable Development

City Representatives

- Jeanne Fulcher FAS
- Hong Nguyen FAS
- Anna Pavlik FAS
- Allison Calvert FAS
- Mark Nakagawara FAS
- Rudy Camacho FAS
- Martin Norman FAS
- Rick Dimmer FAS
- Kiersten Grove FAS

Other Attendees

- Michael Woo - Community Advocate