



Special Session Meeting Notes
Priority Hire Advisory Committee (PHAC)
June 20, 2023, 1 PM – 3 PM
Hybrid Meeting

Welcome and Purpose

Tali Hairston welcomed the committee, provided a land acknowledgement and reviewed the agenda.

PHAC Updates/Business

Meeting notes from the May 10 meeting will be reviewed and approved at the July 12 meeting. Gregory Davis will draft a legacy acknowledgement for the committee to consider.

Tali reminded members of the common good framework, which has two goals. The first is to speak from your own perspective, and respect others. The second is to work together, aiming for consensus. This is included in the PHAC charter.

PHAC Discussion

Topic 1: Priority Hire on Affordable Housing Projects

After PHAC drafted recommendations in May 2022, the contractor group wrote a dissent using affordable housing pilot data published in October 2022. Given new information was introduced in the contractor's dissent, the committee reconvened to discuss and update the recommendation.

The community group shared background on their interest in applying Priority Hire to affordable housing projects with significant City resources. These projects, including several coming up in the Rainier Beach community, provide opportunities for Priority Hire workers. Not applying Priority Hire to those projects would be a loss to those communities.

The committee discussed whether the CWA is intrinsic to Priority Hire. The City shared background on how the Construction Careers Advisory Committee (PHAC's precursor) came to the recommendation to require a CWA, which is the basis of Priority Hire. A member of the contractor group shared their concern that contractors are disadvantaged under a CWA, and felt that CWAs negatively affect workers of color and WMBEs. Other members noted that workers, particularly Black and African American workers who are disproportionately underrepresented in the industry, have had positive outcomes under a CWA, and that the workforce outcomes on the affordable housing pilot were positive when considering pandemic impacts.

The committee expressed support for using data to develop recommendations and dissents, and concern for limitations of data and the potential to use it to draw conjectures that could be inaccurate. The committee also discussed whether dissents should directly address the recommendations.

To address those concerns, members suggested reframing the recommendation to include the new data from Oct. 2022, with caveats around drawing conclusions from that data. For example, members noted that the recommendation could include language noting unique challenges the initial 2nd and Mercer pilot faced, namely the pandemic, associated dearth of available workers and supply chain delays. Those challenges could have affected workforce and cost outcomes.



The committee agreed to rework the recommendation, with the goal of reaching consensus among members. Tali will start that process via email. The committee will work on the recommendation in July and August if needed, aiming to vote on approving and releasing the report at the September 13 meeting.

Topic 2: Should the City expand the ZIP code list to tri-county or continue with a King County only ZIP code list?

The committee voted to maintain a King County only Priority Hire ZIP code list. Contractor group members in attendance for the vote opted for a tri-county list. Tali will work with the contractor group to see if they have interest in writing a dissent.

The committee voted for a King County only list due to the following:

- Climate change and commute considerations.
- Contractors on Priority Hire projects already have goals to hire women and people of color from any ZIP code.
- The King County only list would also help contractors with meeting hiring goals for people of color.
- Expanding to a tri-county list may hamper community efforts to expand Priority Hire in other parts of the region.

The contractor group voted for tri-county expansion to help contractors meet workforce hiring requirements across the region, or in the interest in removing ZIP code hiring requirements altogether.

Public Comment

Representatives from the Northwest Carpenters Institute (NWCi) commented on their efforts and support in applying Priority Hire to affordable housing projects. They noted that their pre-apprenticeship program has benefited from using community workforce agreements (CWAs), specifically around success in engaging underrepresented communities. CWAs have also helped them build relationships with contractors and support their workforce needs.

They also mentioned that expanding to a tri-county list would increase the number of opportunities for workers.

PHAC Member Attendees

Community	Claude Burfect	Seattle King County NAACP; RPAC; Coalition of Black Trade Unionist
	Gregory Davis	Rainier Beach Action Coalition
	Abdirahman Omar	African Careers
Contractor	Thom Butler	KPG Psomas
	James Faison	Faison Construction
	Sonja Forster	Association of General Contractors (AGC) of Washington
	Jamie Stuart	Valley Electric
Labor	Tony Butler	IBEW 46
	Marilyn Kennedy	OPCMIA 528



Seattle
Finance &
Administrative Services

Training	Andrea Ornelas Karen Dove Jerry Jordan Steve Petermann	Laborers 242 ANEW Seattle Colleges – PACT Washington State Correctional Industries – TRAC
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Facilitator

Tali Hairston	Equitable Development
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City Representatives

Jeanne Fulcher	FAS
Anna Pavlik	FAS

Other Attendees

Marianna Hyke	NWCI
Paula Resa	NWCI