

# Student and Community Workforce Agreement Task Force Meeting Minutes

Nov. 13, 2019, 10 a.m.-12 p.m., Room 2778,  
John Stanford Center, 2445 3rd Ave. S, Seattle, WA 98134



**Opening:** The meeting began at 10:02 a.m. with Nancy Locke mentioning the new faces in the room. Introductions were made and the task force was told Director Zachary DeWolf was joining us by Skype.

**Attending:** Nancy Locke, Richard Best, Allison Calvert (City of Seattle labor group), Suzanne Dale Esty (consultant and parent), Monty Anderson, Tom Peterson, Pastor Lawrence Willis, Bob Korth, Stephanie Colbert, Hannah Blackburn, Director Rick Burke, David Hackney, Sandy Hanks, Fred Podesta and Mary Cauffman.

Locke told the task force that the Dec. 4 meetings starts at 9 a.m. The first hour will be devoted to costs and savings. Then we will hear contractors' experience with Community Workforce Agreements (CWAs). There will be information online. Priority of hire will be discussed the last hour of the meeting.

Locked noted that the Jan. 8 meeting will be at a new location: Rainier Beach High School's shop. If people can stay until 12:30 p.m., they will have a change to meet students. Ingraham High also has a shop, but it was difficult to adjust our time to meet those students. Colbert will share a map of how to get to her classroom at Rainier Beach.

Locke said locations of meetings will be updated and loaded in MS Teams. She is also sending information by email. Contact Mary Cauffman to work out access issues to Microsoft Teams. Burke asked that the meetings be added to the district calendar.

Last week, Locke shared a business case by email that she referenced. Today, she shared a couple of documents. One is a summary data analysis and the other is major BEX V construction projects.

In the first meeting, Locke said a letter supporting CWAs was shared. Locke is sharing a similar letter today from the city. Locke reminded task force members to remember the questions we will be answering at the end of this work.

Willis asked for the last presentation to be shared. Locke said she will email it.

Locked reminded the task force to keep closing racial gaps in mind while listening to the presentations. Today, the agenda has Anderson and Best speaking. Anderson will talk about unions and SCWAs and the advantages and the provisions. Best will discuss scope of projects and their timelines.

Anderson provided a brief introduction of himself. He said he has been part of labor all his life; fourth generation. He was involved in helping people at early age. He and family helped people who spoke English as second language, who needed licenses, etc.

The union he is with, heat process insulators, is the smallest of unions. His contract group is four. There are 300 members. The union has been around for 105 years. Anderson has been on apprenticeship board and was an organizer for six years. He has seen everything that is right and wrong with laborers. Anderson gave examples. Apprenticeship is not about color. All have been poor. The building trade is

the most diverse in country. Anderson is here because he feels enough isn't being done. \$696M in BEX IV. How much access did school kids get to those projects, he asked. Zero percent. We are an educational institution, but we don't use tax dollars to give students opportunities. It's not about feeling sorry for the poor or people of color. It's about giving people opportunity, not handouts.

Anderson reviewed CWA and PLA. PLAs go back to when we built the Hoover Dam. CWA is a PLA agreement with a community angle. Anderson provided references to these terms. CWAs and PLAs help standardize working conditions. Agreements require workers to give up some rights, but in the end, it works best for everyone.

Anderson gave an example of a metro painting business in Ballard. It was a Sound Transit job. The business was able to call and get workers from laborers. The business owner only had one core worker on the job. Later this business used all laborers.

The agreement is the only time union halls can dispatch workers out of order. This is called priority hired. This puts pressure on unions. This wouldn't be done anywhere else.

Two questions were asked:

1. Do contractors draw from union hall where work takes place? Anderson said contractors draw from their jurisdiction. You wouldn't send a Tacoma resident to work in north Seattle. Apprenticeship program is registered with state. To take someone out of their territory wouldn't be OK. You go to the closest dispatch point.
2. How are the rules for dispatch practical? For example, dispatch by zip codes vs neighborhoods. Anderson said in these agreements, contractors have to let you know what they want. He gave examples of when contractors try to play dispatchers. Korth was dispatcher for years and spoke of his experience.

Willis asked if dispatch is different by groups. Anderson said yes and gave examples of differences.

Priority hires are small. They get special care. Sometimes the priority hire is not exactly what is requested. Someone might ask for first year apprentice and get second year.

Director Burke asked for clarification on the callout process. What are qualifications based on? Anderson said it's in the agreement. What sets the criteria? Also set in the agreement. It's all how the group wants to prioritize. Agreement reflects priorities. Best gave an example of how this works. Burke clarified this task force will shift the focus on a certain group – students.

Willis said pre-apprentice may meet the requirements. Anderson said this is important to note. Anderson disclosed he sits on the ANEW board. He said students can be lined up for jobs. Pre-apprentice is a pipeline. The problem with his apprentice programs is demand only. These agreements help us look at large scope and tell people the manpower that will be needed to plan accordingly.

Hackney asked if there is a way to contest dispatch decisions. Anderson said process is covered by Equal Employment Opportunity Commission (EEOC) and the Department of Labor. Dispatchers are the most reviewed in a union. Contesting a decision wouldn't be part of grievance process. Anderson hasn't seen this happen yet.

Hackney asked if someone who goes out to a site is ever sent back. Anderson said this happens all the time. Management rights. Contractors are sometimes in a hurry and don't get a worker at the level they need, or the worker doesn't work out. There are protections for worker and contractors. Locke said Seattle tracks turnarounds. City looks into it. Anderson said there are a lot of advocates out there.

Blackbourn said she was curious about enforcement. Anderson said it is a component. Best said the district doesn't have role in the process for addressing disputes.

Calvert said the city CWA has dispute process laid out. She said the process is usually with the contractor and laborer. Anderson said a grievance is a filing and serious. You're filing paperwork. His union had potentially 37 but none were filed. The union takes care of these disputes. 90 percent or more get resolved through communication. Calvert agreed. She said the city had three escalate. Best said again that the district is not involved in the grievance process.

Willis asked how the district will move forward on projects. Podesta said costs and administration of this will be a factor in this agreement. We will need to build this in. He also said the district would like advice from the task force on setting this up. This will be a change. Locke asked if we put students first, is there a capacity in the dispatch to have this as part of their profile? Anderson said yes. This is a priority despite the extra work, because they see the value and impact.

Blackbourn asked what is the negative impact for dispatching workers out of order. Korth gave an example. He said the people who get jumped over on the list are irked by being passed over. Anderson said they get push back on female workers, but they don't apologize for helping people.

DeWolf brought up Supreme Court hearing regarding DACA. He said he wants to be thoughtful of that. No students or families are illegal. Anderson said laborers are supportive to the people being targeted by ICE and the federal government.

Colbert said if it is a federally funded project then proof of citizen required. I9s have to be filled out, Anderson said. Building traders never asked if someone is a citizen. Hackney said it is a right to work. Colbert clarified that federal funding might prevent non-citizens. Anderson said he didn't know. Colbert asked if this consideration could be put on list of task force recommendations.

Anderson shared slide showing impact of CWA in King County and Seattle. CWAs doubled the number of female workers.

Anderson reviewed how the union pipeline works. He said we currently lack the pipeline from schools. Tahoma High School helped him on his journey and has helped numerous others. He also said Peninsula High School has a great program. Anderson said it is important to meet certain criteria, so students come out with a certificate.

Best asked how many kids graduate from high school and go to higher education? Burke wasn't sure. 60 percent? This is a pathway for those who don't go to college or those who drop out.

Anderson said the union get kids in and help them get GEDs. Korth said all programs are different.

Locke said 77 percent of white kids and 62 percent of black kids enrolled in college after high school. She also provided other stats on graduates.

Burke drilled down to say agreements are a tool to leverage students through the pipeline. Are we pulling from other projects? Is there a limited pool of candidates? Anderson said he was told Tukwila didn't have enough people interested in CTE, but he was able to go to high school and sign up a bunch of students.

Willis agreed and said we should let students know of opportunity earlier in their education path. Monty has been to 50 high school job fairs and gets pushed aside. He said there is a perception to overcome. Colbert said the pipeline starts with school districts who most show value of trade. Colbert currently has six students in southeast Seattle. She said she could find other students if she had time. Colbert asked why is it that we are not encouraging students to take this path? Anderson said this is happening because the district has a lot on their plate. He said you can only do what your boss lets you do. People get compartmentalized despite their beliefs. It takes a lot. Sometimes the parents fight on this front. Colbert said this regard of trade is institutionalized like racism and classism. People don't see trades as intelligent and skilled. Colbert said the school district needs to do more to feed the pipeline. We don't even have the students and numbers to do this right now because of intrinsic feelings on trade. Burke said we are trying to change mindsets. We are being intentional. Burke represents District 2, which he described as mostly pale. He asks parents to consider trades for their kids and give kids the exposure. Podesta said this is the beginning of the process. That is why there is a S in SCWA. Seattle Public Schools is the only one with an active role in building the pipeline. This will be the second in the state. That is why we have Colbert and others on the task force. Podesta said this is the place to change the mindset.

DeWolf wants us to not just focus on traditional means of outreach. He asked how can the board help with policies, procedures or what they are prioritizing. Locke said they will make time for these conversations in January.

Korth shared ironworkers' data. Willis said ironworkers' numbers are amazing. He said they work with them quite a bit and would like to build that relationship with other trades. Korth said they can only provide access to trades when work is available. Anderson asked about retention. 92% finish the program, Korth said.

Anderson discussed what is prioritized. It is different with each project.

Wage theft and tax fraud are issues, Anderson said. Nationwide, approximately 1.2M construction workers are paid off the books. Agreements help eliminate these issues. Korth said trades monitor this. He offered a number of how misclassification is a problem.

Burke had to leave but said Best knows his content well. Then Best provided an overview of his presentation. He said due to time constraints he didn't include how they are organized, but said it is important.

BEX vs BTA levies. BEX usually covers capacity and modernizations. BTA deals with repairs, technology and academics. Capacity projects are part of BTA. They tend to be smaller projects. Best listed a few projects.

\$4.4B in levies. Best's Capital department tracks each project. Best provided work plan handout.

Regions get just about an equal amount of funds. Some areas have a bigger capacity issue and get a little more.

Guiding principles shared and community communication efforts the department has completed.

BEX V spending by region was shared. Willis asked for clarification on the regions. Best defined the areas by geographical landmarks. Colbert asked if demographics have been considered in the amount of money provided to southeast. Best said weighted staffing standard used. The work is framed around School Board Policy No. 0030. Best said they are using an equity tiering system.

DeWolf thanked Best for equity scoring commitment and work. Korth asked if Policy No. 0030 bares on construction process. Best said it is highlighted when selecting contractors and architectures. There are references also in Request for Proposal (RFP) or Request for Qualifications (RFQ). We don't track that.

Project ranking determines projects, as well as cash flow. Levy is how much we can collect a year. We cannot exceed that.

Best shared factors in the plan and who we have consulted with on the plan. Seattle Public Schools close relationship with Seattle Parks and Recreation.

Best shared the timeline of projects and when they come online. Locke asked about West Woodland being listed as a distressed school with construction slated for 2021. Best said upcoming slides will help explain that. Projects and planning offered more details.

Project procurement discussed.

Best said we are working on Rainer Beach High School. Ref 88 put things on pause, but they are moving ahead next week.

Colbert asked what is a distressed school. Language state of Washington uses. Best says of \$1.4B, \$150M goes to technology. State of Washington will provide about \$20M in assistance because of disparity in what the district receives verses other school districts. There is no formal definition listed of distressed schools. Distressed doesn't necessarily mean the state of schools. It is about funding and budgets.

Projects that are not started are listed. Projects with higher priority go first.

Two projects were design only. The board will have to decide if BTAV or BEXVI. Interim sites are listed. Plan has schools using interim sites through 2027. Rainer Beach wants to remain on site. This was a school request, Best said.

Smaller projects (less than \$5M) are on list too. Some of those are roofing, security, window replacement, etc.

Best said they are engaged in equity throughout the process and mindful of the strategic plan.

Capital will have a conference in mid-December on homelessness. Energy use and climate changes are considered. Seattle Public Schools has six to seven net zero ready schools.

Looking at the project schedule, West Woodland probably too far along in the process for this task force to implement changes.

Best said no federal funding is in the document he provided.

Cash flow discussed. Documents planned with Capital accounting departments.

Next steps were identified from March 2019 board meeting and for next BEX V projects. Best is coming back to task force in December to discuss some projects completed.

Hackney asked how will the decision the task force makes effect cost? This will be a Dec. 4 discussion at our task force meeting.

Anderson asked where will SCWA be? It will be in next steps, and Best will add this.

Capital planning team consultation done how often, Monty asked. Best said they often to reach out to other organizations to discuss levies. Anderson said they would like to be part of that conversation in the future. Best asked who that would be for labor. Anderson said him. He said being apart the conversation helps the prep and get ahead of projects. They did this with Microsoft and Amazon.

Blackbourn asked if Best expects more levies in future years. Best says the plan has 105 schools being modernized or replaced and it spans 40 years in the future. Most buildings last about 20-30 years. Podesta noted that we have BEX and BTA levies that alternate. It has been a pattern since 1995. It likely will continue as long as Seattle Public Schools does.

Meeting adjourned at 12:01 p.m.

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