

Student and Community Workforce Agreement Task Force Meeting Minutes

Jan. 22, 2019, 9 a.m.-12 p.m., Room 2700,
John Stanford Center, 2445 3rd Ave. S, Seattle, WA 98134



Opening: The meeting began at 9:12 a.m.

Attending: Nancy Locke, Stephanie Colbert, Hannah Blackburn, Director Zachary DeWolf, David Hackney, Harvey Wright, Karen Dove, Sandy Hanks, Fred Podesta and Mary Cauffman. Bob Korth, Dale Bright and Pastor Lawrence Willis came a little later (noted for voting purposes).

Also, in attendance were Suzanne Dale Estey and Jon Bersche.

Locke explained why some task force members were not in attendance for the meeting. She already has received some votes and questions from those not able to attend today's meeting.

Locke returned to Career and Technical Education (CTE) recommendations the task force voted on in the last meeting. Handouts of recommendations were provided.

Recommendation 9

We left off at recommendation 9: Review and supplement student recruitment strategies to increase participation interest, particularly for those within the prioritized demographics. Locke discussed two high schools that have a pre-apprentice program and the costs associated with this recommendation. Wright said reworked language was discussed and agreed upon by the Seattle Public Schools CTE program leaders. DeWolf asked if the recommendations were aspirational. Wright said it is both aspirational and doable.

Blackbourn asked if district knows the student demand for the program. How many students are interested? Wright said they have speculated. They are looking at students who are already in place. Franklin High School was given as an example. Four classes there. Chief Sealth doesn't have the same resources so the program might work differently there.

Blackbourn asked if it is luck that a school has a program? Wright said it is the choices made by the high school. Hackney asked if faculty in place. Wright said yes, but they will need some additional curriculum support. He said district's model is site based. It's not a top down decision. Dove said ANEW can help because of the contract with Labor & Industry (L&I). In other programs, there are occasional experts are brought in for specialty credentials such as flagging, Locke said.

Locke said the Student Advisory Board (SAB) mentioned there isn't a broad awareness among students and families, but they suggested ways to help. Students believe there would be great interest by students, especially given the no-debt high wage information, and the program could help students.

Blackbourn doesn't dispute there is interest but said this process sounds complicated. Wright said this problem isn't unique. Blackbourn said she hears there is a problem with Building leader Team (BLT). Some might not be on board for this program because they are college-focused and might have a bias. DeWolf said given the attention and momentum by the board, there is influence there. Wright said he

thinks most won't view the program as a cost, but as another way to bring more value to offerings provided to students.

Hackney asked if the BLT is held accountable to number of grads. Wright said teams are elected, but principals are held accountable. Wright said it's a statewide issue.

Hanks asked about a marketing-style campaign to encourage the cultural shift that helps parents and students understand the value of construction careers compared to college careers, and the high cultural acceptance by parents and students within the Peninsula program. Dove said the program doesn't compare to SPS because they are rural. Their population is very different.

Hanks is concerned about the cultural readiness of the district. Colbert said she feels there needs to be a cultural shift to augment recommendation 9 and remove barriers. Blackburn said it feels like there needs to be a person to help with setup and marketing of the program to educate students and families. She thinks SPS community probably has more bias toward college bound program.

Colbert said the Rainier Beach High School program is 30 years old. The program had another name. Why did that get eliminated? Don't recreate the same monster, Colbert said. Blackburn asked if there was a movement to push students into a college bound mentality. Colbert doesn't know the history. Hackney said he doesn't think we are funneling students to lesser jobs. This is far from the truth. People have different skill sets. Four college degree doesn't guarantee success. Change the story by changing the narrative, he said. This is a vital tool to allow students to participate in our community. Podesta said we need to not tee this up as a consolation prize.

Wright was asked if it helps to make the recommendation knowing there will be need for implementation and the task force is aware of the need. Blackburn asked if advisory board is enough. There was some conversation about adjusting the recommendation wording to make note of this cultural issue.

Locke said we previously agreed not to wordsmith the recommendations. Locke is taking notes for context around recommendations and said the task force agreed to wordsmith by email in the last meeting. In fact, some people have already voted on the current language, Locke said. The narrative context can go in the final report to the board. Blackburn wants accountability in place. DeWolf noted the amount of time left for the meeting and said Locke is taking notes. DeWolf said he would like to get to the other recommendations. Locke assured the group that she will represent the conversation.

Vote count for recommendation 9: Three proxy votes (Monty Anderson, Keith Weir, Tom Peterson). Eight thumbs up. Colbert was a thumbs down. Colbert said she is worried woodworking might be eliminated, and the statement is not explicit about the board responsibilities.

Recommendation 10

Wright offered more information on the advisory board.

Vote count for recommendation 10: 11 (3 proxy votes)

DeWolf asked about status of Feb. 5 meeting. Depends on how far we get today, Locke said.

DeWolf asked about Inslee's speech last week regarding connecting students with career learning opportunities. Dove provided more information.

Recommendation 11

Colbert asked clarifying question about recommendation 11, CCLC (career coordinator) connecting students. DeWolf asked if this is something that the board needs to explore. Wright said there is already a state framework. Colbert showed her program book. DeWolf brought up observations from former Chief of Curriculum and Instruction Kylee Kinoshita. Does the district need the directors' help? Wright said no. There is a promotional role in the narrative changing.

Vote count for recommendation 11: 15, including proxy votes

Recommendation 12

Locke and Wright looked at the Port of Seattle program. It's likely a model the CTE program could start with. Port has more than 100 students: 60 in summer, 20-30 in fall and 20-30 in spring that do part-time work. Summer is full-time work. Students do many things, but one component is construction trade. The program host must have a minor work permit. Port hosts. They only hire kids in pre-apprentice program. It allows kids to do more at a construction site than normal and provides exposure. This allows students to do different kinds of work and decide what best fits. They earn more than minimum wage (generally more than \$17 an hour). Income is a barrier for some so this offsets that barrier. Selection process helps with diversity in the program.

Lawrence mentioned a Parks program. Korth and Bright provided additional information on this topic. Blackburn asked what students do in the program Bright mentioned. Colbert provided insight.

DeWolf asked if there is a contract provision at the Port. No, Locke said. Dove said there are several different programs. Hanks noted we would model the Port, but they don't do their program through contracts. Locke said the Port program is a starting point, not what SPS could or should necessarily ultimately create. DeWolf asked are we setting precedent? Has this failed somewhere? DeWolf asked if this recommendation or rejection would be specifically in the report? Locke said rejected items won't be in the report. Podesta said this recommendation seems outside the scope of the group. Locke said she can provide information in the report even if they are rejected as a full recommendation if useful (ideas of things we don't want lost but are not ready for this at time).

Colbert mentioned our focus is students. She doesn't want to lose (opportunity for paid internships) in what we are recommending. Korth mentioned there might be private work avenues. Willis asked if the advisory board could pursue this issue? Locke agreed and called it an excellent idea. Wright mentioned that the advisory handbook was uploaded to Teams. More discussion on "requiring" before a vote. Locke asked what if recommendation said "pursue design of age appropriate paid internship..."

Vote count for recommendation 12: All thumbs up. Locke said she will confirm with proxy votes.

Recommendation 13

Korth provided his perspective of requiring contractors to be training agents. Locke clarified this would be under the Project Labor Agreement (PLA). There is a stress point with new L&I rules. Locke referenced L&I document on Microsoft Teams. Bright and Korth said there is no contractor cost to this. Blackburn asked about why so few SPS current contractors are registered as training agents, such low numbers. Locke provided information on SPS sample of current projects: Data from five mostly

completed and large projects SPS did. Locke went to the state website to see who worked on these projects. These are bid projects, Dove explained. She would like capacity building for small businesses. Complaints from those business shows there is a misunderstanding of what is required to be a training agent.

Hanks asked if recommendation is only for covered projects? That is how Locke saw it. Hanks wouldn't want to remove choice for small contractors and doesn't want to add burdens to them. She would like to hear from them.

Korth said he has complained to Richard Best about contractors not using apprentices. There is a standard, Korth said. Prevailing wage regardless; rule states 15 percent for pre-apprentice.

Locke said data compelling about apprentice use being concentrated among only a few large contractors within SPS projects, despite it being a way of reducing project costs. It also ensures access to work. 95 percent of union contractors are registered training agents.

Hanks said it's a balance between small businesses. She wants choice. There is discretion on how contractors are meeting the Revised Code of Washington (RCW) mandated percentage of apprentice utilization. Some just fulfill apprentices using certain trades. Hanks proposes having contractors to tell us about their plan to use apprentice in all trades instead of requiring them to register as a training agent. She has a strong concern about leaving out small contractors. Willis said if so, "good faith efforts" would need more teeth. Have contractors explain what they will do in each craft. Korth said taxpayers deserve a return on their investment.

Bright said that all CWA signatories are already automatically considered training agents, as part of signing and assenting onto the CWA. Therefore, the language or recommendation applies to all covered work on SCWA. Hanks why have a recommendation if it is only for covered projects, since it is already going to automatically happen? Locke said that is how she heard the task force thinking of the scope of coverage. Podesta said we are mucking with wording in contracts if we go beyond the SCWA covered projects, and that is not the task force's scope. Locke said she doesn't think most contractors are aware they agreed to be a training agent. Hanks said if amended, it's a moot point. DeWolf thinks the language would help directors understand this. Locke said metrics allow people to see the impact. Podesta said we might confuse directors. RCW requirement doesn't require "training agent."

Vote count for recommendation 13: Vote to move concept under SCWA recommendation, not separate: Thumbs up from all.

Recommendation 14

Locke described the LCP Tracker and what it does. New requirement would track high school of origin. Blackburn asked about tracking data on family members also. Podesta said we are trying to track those workers that are the SCWA priorities. Colbert asked if we are tracking education in the district no matter when they attended school within SPS. DeWolf said, we want to track those that attended SPS, DeWolf said. It would be broad. Blackburn said there is a risk of junk data with that wording. Whatever the agreement is, is what we will track, Podesta said. Locke and Podesta suggest we start with an apprentice program to keep the impact of data collection reasonable and to reflect key priorities. Colbert said 80 percent of those interested in trades have family in trades. Locke said she is hearing that the task force wants more questions added into LCP Tracker, to measure these types of demographics. Locke added SPS household to the list of tracker questions.

Vote count for recommendation 14: All present.

Recommendations 1-6

Turned to SCWA recommendations (1-6)

Recommendation 1

DeWolf asked what we are doing to ensure inclusion and diversity for businesses. Need to mentor small contractors and mitigate problems. Bright wants to see small contractors succeed. Locke said recommendation 6 highlights and records this shared concern.

Hackney said difficult to see how agreement would make their participation worse, because so few are working for SPS, regardless of the Community Workforce Agreement (CWA). We won't be able to resolve the poor utilization of women- and minority-owned businesses (WMBE) firms within the CWA mission. Locke referenced the extremely low WMBE utilization data for SPS projects.

Willis said Washington State Department of Transportation (WSDOT) has an AGC program that mentors and helps subcontractor understand the wording on contracts. Locke said this was a standalone program developed between WSDOT and the AGC.

Moving to separate issue, Podesta said SPS must have strategy in place in case bid costs go up. Hackney said we addressed costs earlier on Dec 4 and didn't agree that costs were at risk. Prevailing wage, so wages won't go up. Administration costs are still a factor. Podesta said hard to identify costs and the related constraints on project needs. We will work with bidders, but there will be challenges and concerns. It's something to think about. DeWolf responded that we are being good stewards with tax dollars. That this makes sense. We are being transparent. Podesta clarified that SPS is all in on the agreement. It's just an implementation concern because they must manage dollars. Hackney said if we want to change the diversity of the workforce and access to careers for students of color, we must do things differently. Locke said this wasn't anticipated when levy dollars were decided. Blackburn said wouldn't it be difficult to determine that CWA would increase cost of bids? Yes, virtually impossible to separate out the variables and isolate to CWA. Podesta repeated that SPS Capital and the Board will need to have strategies in place in case cost increases on bid prices result.

Vote count for recommendation 1: All present voted thumbs up.

Recommendation 2

Locke provided context on the recommendation. Blackburn asked what is all appropriate projects? Locke said threshold not set within this recommendation, but it is \$5 million and above, and would also not include projects if the funding source or contract prohibits. We will set threshold in the following recommendation.

Why does the recommendation suggest a two-year review? Podesta said that considers construction schedules and that we are the first district to do this, so want to learn as we go.

Discussion on what is meant by mutual review: Agreement would live for length of contract. We cannot go in and demand a change. Both parties must agree. Why? That is every contract, Hackney said. Every contract requires mutual agreement in order to change it. Locke said it is agreeing to discussions in two years with the signatory parties, to decide if any changes are mutually agreed as appropriate. It's setting

a timeframe for the review. DeWolf said 2022 is levy vote year, adding support to the two-year review timeframe. Colbert asked who is mutual agreement with? SPS and the labor unions, it is the primary signatories to the agreement.

Vote count for recommendation 2: All present voted thumbs up.

Recommendation 3

Voted on at Jan. 8, 2020, meeting with all present voting thumbs up.

Recommendation 4

Locke provided context. The proposed threshold amount in this recommendation statement was not determined by the task force in earlier meetings and discussions and needs the task force to consider it now prior to this vote. Locke listed what others are doing. DeWolf said \$5M feels small. As district who is first to do this, we don't want to start with all work even though California schools tended to have all work covered. \$5M is city's CWA amount. We have same demographics and construction environment as the city.

Hanks explained \$15M threshold for King County. It will be lowered to \$5M soon, that decision has already been made after looking at data. CWA is in part trying to resolve the worker shortage and aging workforce. Agreement allows them to double down on building a new workforce.

Blackbourn asked about projects cost information given earlier. Seems like \$5M threshold limits a lot of projects. Locke said it eliminates a lot of small projects, but there still are a lot of projects and most workers covered under the SCWA. DeWolf said top 10 schools being redone would be part of this, but it is less likely that a small project like a roof replacement would. About 15 projects would be covered, Locke said, see the data analysis in the Microsoft Teams folder that has been circulated to the task force previously. Podesta said to be concerned more about the amount of work and not the number of projects. Podesta said the school district a little different, so SPS Capital staff is also worried about including as much as a \$5M threshold would, too.

Blackbourn noted other schools are not in the state, they are in California, but their thresholds are very low and much different. Podesta said we have different state rules and first district in the state to do it, so it makes sense to start with a higher threshold than California schools tended to use. Willis asked about the reduced threshold amount in King County.

Colbert suggests giving a number. Such as 10% of SPS projects under \$5M. A number helps. Context helps. Podesta said look at what it totals in trade hours.

Vote count for recommendation 4: All present voted thumbs up. On behalf of Richard Best, Fred gave an abstaining vote given SPS Capital concerns about how costs are unknown.

Recommendation 5

A. Will the priority be for those that attended an SPS high school (or does it include those that even went to an SPS school, even say Kindergarten)? Thumbs up of all present.

Locke explained the task force needs to set the priorities for who they want prioritized for work. Several options provided, but the task force must decide.

Workers who are members of an SPS household is one option (option identified as B) using the appropriate term (not families). Blackburn asked how this would be determined at time of dispatch, by a workers' address? Korth said it would be hard to track relatives but easier to track address. Locke said we can't simply limit workers to a single geographic area given legal parameters. City uses economically distressed area which means the criteria is not just where you live, but a need and purpose has been established, Locke said. Podesta said he has talked with Greg Narver about this. Might have to dial down what the task force wants if they vote for a geographic-only criteria, because of legal issues. Podesta argues for economically distressed because that is the focus of the SPS strategic goal.

Discussed combining B (all SPS households) and C (economically distressed), meaning all economically distressed SPS households. Korth said union hall can break down workers by zip. Podesta asked how they will be able to prioritize students. Korth said outreach. Have workers check a box. Podesta said share your aspirations, but logistically in negotiations, we might have to dial things back. More discussion on combining B and C. Household piece is worth thinking about it if we can do it. Role of the task force is to shoot high. Podesta would put economic distressed as the second priority and then households as the third priority. Switch C (economically distressed) and B (households).

Moving on to women and people of color, those must be done as goals and not requirements, Locke said. Usually is nevertheless successful at making positive changes as goal in labor agreements, even if it can't be a requirement. Dove said important to have at least goals because contractors don't improve women and people of color hiring, without.

Vote count for recommendation 5, B-D: All present voted thumbs up.

Locke asked are we talking BEX V only for all these recommendations in this entire meeting? Podesta said projects that meet threshold despite funding source. All on the task force agreed.

Recommendation 6

Locke provided context.

Vote count for recommendation 6: All present voted thumbs up.

Feb. 5, 2020: No agenda yet for the next scheduled meeting. Locke will talk with Podesta and DeWolf to see if meeting still needed.

Blackburn asked about follow-up for the task force. Locke said it would be Director's meeting that she hopes the task force will attend. March 18 work session is planned for full presentation. It is an evening meeting. We will send an invitation to the task force.

DeWolf thanked the group for their participation. Several task force members echoed the praise for the group, our ability to discuss and share with respect.

Meeting adjourned at 12:04 p.m.

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