



King County

Priority Hire Advisory Committee

Advisory Committee Meeting
South Seattle College
1st Floor, Room 111

March 13, 2019
9am to 12pm

Meeting Minutes

Priority Hire Advisory Committee Attendance			
Monty Anderson	√	Dave Johnson	√
Karen Dove	√	Jason Nakamura	√
Sonja Forster	√	Larry Nettekoven	
Michael J. Fox		Melinda Nichols	
Leanne Guier		Krishna Richardson-Daniels	√
Michelle Helmholz	√	Halene Sigmund	√

Other Attendees: Samantha Kealoha, Joe Baca, Jeff Turner, Sandy Hanks (by phone)

Facilitator: Jeff Turner

Welcome/Plan for the Day: Samantha Kealoha welcomed the Committee members and went over the plan for the day and agenda items.

CWA/Priority Hire Ordinance Matrix Recommendations using 1-2-4-All Strategy

Topic # 3

1-2-4-All Question Topic: **Respectful Worksite Language**

By ordinance, the Master CWA shall include provisions around a respectful workplace. What do you recommend the provisions cover in the Master CWA?

Committee recommendation (All in favor): Stay in King County’s purview. King County can address issues. King County has control. Reference CWA. Refer over to King County staff.

Topic #4

1-2-4-All Question Topic: **Dual Benefit Reimbursement**

Should the County provide reimbursement for dual benefits paid by open shop contractors like the City of Seattle?

Committee recommendation (All in favor): Yes; similar to the City of Seattle. Have an efficient process, streamline packets.

Question: Can we exempt businesses that have their own benefit package? No.

Question: Can we exempt micro-WMBE? The committee needs City data to make a full recommendation.

Topic #5

1-2-4-All Question Topic: **Core Worker**

Should the definition align with the City of Seattle's?

Hours Requirements?

Include open shop apprentices?

Committee recommendation (7 in favor, 4 excused, 1 abstained*): Generally, align with the City of Seattle. Focus on consistency and portability. Look at how to modify to meet the needs of the County. Hours requirements? Exempt for apprentices. County should exempt startup companies to year 3. Workers must meet journey level qualifications of the craft they perform. Include open shop apprentices? Yes.

*Sonja Forster excused herself from participating in the discussion and recommendation for this topic.

Topic #6

1-2-4-All Question Topic: **Core Worker**

How many core workers should be allowed?

Should core workers be allowed upfront or on an alternating basis?

Committee recommendation (7 in favor, 4 excused, 1 abstained*): 3 upfront (extrapolating apprentices). Need representation from business owners to make a full recommendation. Need to look at data. Consider consistency. Consider smaller employers.

*Sonja Forster excused herself from participating in the discussion and recommendation for this topic.

Topic: What are the access and assistance barriers for MWBE's?

Committee brainstorming discussion:

Access

Roles and responsibilities

Contract review

Cash flow

Good estimators

Resources/tools

Fear of working in a standardized government system

Understanding disclosures, terms and conditions of contracts (e.g., PLA)

Education to understand government system

Cost of working in the system

Limitation on core workers

Assistance

Bonding

Trust payments

Insurance

Committee note: Need feedback from MWBE's about what they need to be successful.

Next Meeting and Steps: Next meeting will be on **Wednesday, March 13, 2019 from 9am – 12pm at South Seattle College – Georgetown Campus, 6737 Corson Ave S, Seattle, WA 98108, Building C, Room C-111.** Samantha Kealoha will send out the meeting minutes and agenda for the next meeting.

King County Priority Hire Advisory Committee Meeting

Wednesday, March 13, 2019 – 9:00 a.m. – 12:00 p.m.

Location: South Seattle College,

Facilitator: Jeff Turner – Praxis HR

Agenda

Topic	Time	Lead
Welcome/Plan for the Day	9:00 a.m. – 9:05 a.m.	Sandy Hanks
1-2-4-All Strategy Development	9:05 a.m. – 11:50 a.m.	All
Wrap-up/Next Steps	11:50 a.m. – 12:00 p.m.	All

Rules of Engagement

- Seek to understand
- Hear voices from all
- Don't interrupt one another (fully hear what others have to say)
- Assume positive intent
- Be polite
- Focus on concrete results (don't lose your way)

Notes

.....

.....

.....

.....

.....

.....

.....