



## King County Empowerment Advisory Board

### MEETING SUMMARY

Thursday, September 10<sup>th</sup>, 2015 • 4:30 p.m. – 6:30 p.m.

King County Courthouse, 516 Third Avenue, Seattle, WA 98104

#### **In attendance:**

Allan Yeung- *Adaptency, Squire Park community member*  
Eugene Hardin III- *Quality Woodworking and Construction*  
Fernando Martinez- *Northwest Mountain Minority Supplier Development Council*  
Heather Worthley- *Port Jobs*  
Lisa Bogardus- *Building and Construction Trades Labor Council*  
Michael Fox - *Retired Superior Court Judge, former UAW Representative*

#### **Not in attendance:**

Amir Islam- *Squire Park Community Council*  
Carl Gasca- *Teamsters Local 174*  
Leanne Guier- *Washington State Association of Plumbers and Pipefitters, Mayor of Pacific*  
Sarah Chavez- *Workforce Development Council*  
Sean Bagsby- *IBEW Local 46*

1. **Welcome:** Meeting called to order at 4:35
  - a. **Public Participation Reminder:** These meetings are open to the public and all public are allowed to attend and observe. Observers are reminded that these meetings are the working sessions of the Empowerment Advisory Board and there will be no public comment during the sessions.
2. **Introductions:** Board members, consultants, and staff, introduced themselves to the group.
3. **EAB Purpose and Schedule:** Board reviews purpose and schedule for upcoming meetings
  - a. Purpose: To advise leadership as King County designs a targeted hire plan. Providing expertise on components included in the targeted hire plan, related apprenticeship goals, and disadvantaged small contractor and supplier access.
  - b. Schedule:
    - September 24<sup>th</sup>**- Contractor Inclusion Strategy
    - October 8<sup>th</sup>**- Apprenticeship Access Strategy
    - October 22<sup>nd</sup>**- Oversight and Compliance Approaches
    - November 5<sup>th</sup>**- Plan Review Meeting
    - November 19<sup>th</sup>**- Tentative
    - December 3<sup>rd</sup>**- Tentative
    - December 31<sup>st</sup>**- Plan Submission

# *Economic Opportunity and Empowerment Program*



4. **Review Exercise “What does success look like?”:** Beth Dufek presents notes from last meeting, provided opportunity for additional input from board members and incorporates additions.
  - a. Additions
    - Strengthening pipeline, how people access jobs and apprenticeships
    - Context of complicated legal framework
    - Identify and support trades that need the most help in diversifying their workforce
    - Can we consolidate the desired outcomes and isolate specific goals?
  
5. **Overview of CWAs:** Daniel Villao provides information on Community Workforce Agreements
  
6. **Board Activity/Feedback:** The Board addresses how different aspects of the CWA could impact their groups.
  - a. **Concerns**
    - Ensuring the plan includes supportive issues and barriers to access: Driver’s license, GED, child-care
    - If a PLA is less than a year non-union workers who pay in may not see the benefit, how can the plan help mitigate or address this gap?
    - Workers who may have experience but aren’t union can also have hard time entering the union, is there a way to help create opportunities for them?
    - Union’s need to keep quality of trained force, which drives their restrictions for new workers entering membership, can they support training or access for experienced workers?
  
7. **Next Steps:** Board is asked to review the City of Seattle’s CWA, which was provided in a email containing supporting documents. Provide Board with requested data and support documents from City experience. Review materials to prepare for Contractor Inclusion conversation.
  - a. **Questions to be addressed:**
    - Who can present outside information to the Board and when? Audience members cannot participate. What are other options?
    - What are the current goals and legislation for KC around apprenticeship, priority hire, and DBEs? How successful has the County been?
    - What are the priorities in the CWA?
    - How to get requested information to the Board members?
    - Requested Data:
      1. All contractor goals for this project
      2. All pre-established County goals
      3. Data for how the County has met their goals to date
      4. County demographics data
      5. What are the different trades anticipated for this project?
      6. What are the internal demographics of the different trades?
      7. What have been the costs to date of the City’s program?

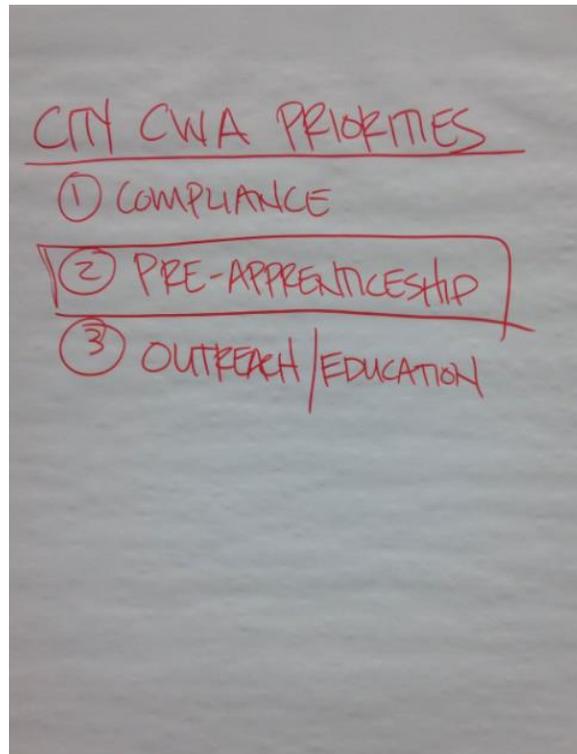
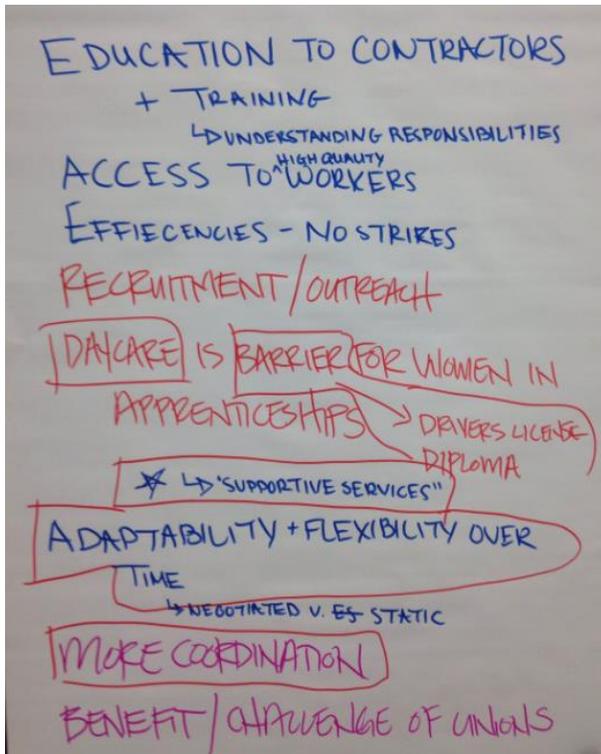
# Economic Opportunity and Empowerment Program



8. List of all pre-apprenticeship programs
9. Re-send supporting documents

8. **Adjourn:** Next meeting, September 24<sup>th</sup>, 4:30pm-6:30pm

## Photos from Visual Notes:





PLA & CWA PROVIDES FRAMEWORK  
• FOR DIFFERENT AGREEMENTS  
• MOVING PEOPLE AHEAD IN APPRENTICESHIP  
• ADMINISTRATIONAL NEUTRALITY (?)  
BRINGING ON PRE-APPRENTICE PROGRAMS  
PIPELINE OF CONTRACTORS VS. WORKERS  
↳ HOW TO RUN A BUSINESS      ↳ HOW TO REPRESENT THE TRADE/UNION  
OPPORTUNITIES TO MINORITY CONTRACTORS  
↳ SPECTRUM OF CONTRACTORS  
CONTRACT SIZE  
UNION BENEFIT REALIZATION

Questions      LIST OF PRE-APPRENTICE PROGRAMS

How to get information? FROM THE COMMUNITY

GOALS / ALREADY ESTABLISHED GOALS IN PLAN

WHO CAN BE CALLED OUT & WHEN?  
PREFER HIRE VS. TRIGGERED  
PRIORITIES IN CWA?

DO UNIONS HAVE A RESPONSIBILITY TO OUTREACH IN MINORITY ZIP CODES

SUCCESS      \* CONSOLIDATE GOALS / SUCCESS

STRENGTHEN PIPELINE

IDENTIFICATION OF TRADES  
↳ WHO NEEDS HELP?

OPERATE WITHIN LEGAL CONTEXT

COORDINATE W/ OTHER MUNICIPALITIES (ST) (AGENCIES)