

## **ATTACHMENT D**

### **Joint Outreach Strategy and Preferred Entry**

The parties agree to collaboratively incorporate strategies that help meet aspirational goals for priority workers identified through economic disadvantage similar to those found in regional agreements including the City of Seattle CWA and King County. As part of this effort, the parties have agreed to provide additional detail to their commitment on Preferred Entry. The existing PLA contains the following language on Preferred Entry:

“The parties agree to construct and expand pathways to livable wage jobs and careers in the construction industry for community residents through collaborative workforce development systems involving community-based training providers and Union-based apprenticeship programs. The purpose of such a program is to facilitate a workforce reflective of the diversity of the Region's population. The details of any potential Preferred Entry program will be agreed upon by the parties prior to the start of the program. The parties are supportive of preferred entry for apprentices that come out of federally certified and tribal programs.”

Consistent with the intent expressed in the PLA, the parties hereby agree upon the following details related to Preferred Entry:

- 1) This PLA Attachment D establishes a Preferred Entry program that will identify individuals, especially women, people of color, and those from economically distressed ZIP codes as defined by the WSCC Addition Project, who meet entry standards for Washington State Training and Apprenticeship Council (WSATC) apprenticeship programs that allow qualified preferred entry applicants into their programs.
- 2) Preferred Entry candidates shall be placed with Contractors working on the WSCC Addition Project, subject to an interview if requested by the Contractor. Selected Preferred Entry candidates who are not already first year apprentices shall become first period apprentices.
- 3) To give preferred entry apprentices an opportunity to become established in their apprenticeship training, Contractors must employ Preferred Entry candidates for 700 hours, in order to count that candidate toward the Preferred Entry requirement. The Project Advisory Committee (PAC) may reduce the number of required hours to a minimum of 350 hours on covered work that has insufficient total apprentice hours to support placements of a 700-hour duration.
- 4) The Prime Contractor shall ensure one (1) of each five (5) apprentices on the project who have worked at least 350 or 700 hours, whichever minimum is set by the PAC, is from a recognized Pre-Apprenticeship program. Such programs

include the Apprenticeship and Non-Traditional Employment Program for Women (ANEW), YouthBuild, Helmets to Hard Hats, King County Pre-Apprenticeship Construction Education (KC PACE), Ironworkers Pre-Apprenticeship Program, TERO Vocational Training Center (TVCT), Seattle Vocational Institute PreApprenticeship Construction Training, (PACT), the Trades Related Apprenticeship Coaching Program (TRAC), Cement Masons Pre-Apprenticeship Program, Direct Access to Laborers Education and Careers (DALEC), or other mutually agreed-upon programs that serve people living in economically distressed ZIP codes, people of color, women and/or veterans. The list of such programs may be updated by mutual agreement between the WSCC and the Seattle Building and Construction Trades Council.

- 5) The Unions and Prime Contractor agree to ensure hiring of Preferred Entry apprentices during the early start of work on the Project. The WSCC, the Unions and Contractors recognize Preferred Entry Apprentices are within the first two steps and/or years of their apprenticeship program.
- 6) If a preferred entry apprentice leaves, Contractors will replace that apprentice with another from the Preferred Entry program when available.
- 7) The hours worked by eligible Preferred Entry qualified applicants hired from such distressed economic ZIP codes will count towards accomplishment of Priority Worker requirements.
- 8) Identification and selection of qualified applicants shall include the Contractor(s), where candidates have been proposed by Contractors and the individual apprenticeship program's designated representative. The final selection decision will be the responsibility of the Joint Apprenticeship Training Committee (JATC).

Attachment E – Priority Zip Code list as agreed to by the parties. This list includes all zip codes included on either the City of Seattle or King County zip code lists.

## ATTACHMENT E

### **WSCC Addition Project Priority Zip Code List**

*ZIP codes that would qualify for the Priority Hire program:*

<b>98001</b>	Auburn
<b>98002</b>	Auburn
<b>98003</b>	Federal Way
<b>98007</b>	Bellevue
<b>98023</b>	Federal Way
<b>98030</b>	Kent
<b>98031</b>	Kent
<b>98032</b>	Kent
<b>98036</b>	Lynnwood*
<b>98037</b>	Lynnwood*
<b>98043</b>	Mountlake Terrace*
<b>98047</b>	Pacific
<b>98055</b>	Renton
<b>98057</b>	Renton
<b>98087</b>	Lynnwood*
<b>98092</b>	Auburn
<b>98101</b>	Downtown
<b>98102</b>	Capitol Hill/Eastlake
<b>98103</b>	Greenlake
<b>98104</b>	Downtown/ID
<b>98105</b>	Laurelhurst/University District

	<b>98106</b>	Delridge
	<b>98107</b>	Ballard
	<b>98108</b>	S. Beacon Hill/South Park
	<b>98109</b>	Queen Anne
	<b>98118</b>	Rainier Valley/Rainier Beach
	<b>98121</b>	Belltown
	<b>98122</b>	Central District
	<b>98125</b>	Lake City
	<b>98126</b>	Delridge
	<b>98133</b>	Bitter Lake
	<b>98134</b>	Industrial District
	<b>98144</b>	Mount Baker
	<b>98146</b>	White Center
	<b>98148</b>	Burien
	<b>98168</b>	SeaTac/Tukwila
	<b>98178</b>	Rainier Beach
	<b>98188</b>	SeaTac/Tukwila
	<b>98198</b>	Des Moines
	<b>98204</b>	Everett*
	<b>98208</b>	Everett*
	<b>98251</b>	Gold Bar
	<b>98321</b>	Buckley*

\* *The WSCC Addition Project Priority Zip Code list includes both the King County & City of Seattle Priority Hire zip codes*

**MEMORANDUM: WSCC Addition Project – Priority Hire**

DATE: April 27, 2018

The WSCC Addition Project has proposed adopting Priority Hire as an attachment to the Project Labor Agreement (PLA). The proposed Priority Hire language is outlined in the attached Outreach Support plan dated 4/25/18. The plan follows regional standards and aligns with the City of Seattle's Priority Hire program.

The goal is to have at least 19% of labor hours worked on the project from Priority Hire zip codes, aspiring to meet or exceed 26%.

The Seattle Building and Construction Trades Council (SBTC) have reviewed and support the Outreach Support plan and associated goals. Approval of the Outreach Support plan and its attachment to the PLA is subject to approval of SBTC at the Project Advisory Committee (PAC) and the Washington State Convention Center board of directors prior to construction.

This memorandum acknowledges the intent and good faith effort of the parties to incorporate the Outreach Support plan into the PLA and mutual interest in meeting and exceeding the Priority Hire zip code targets.

Acknowledged:



Washington State Convention Center,  
By Pine Street Group L.L.C. (Agent)  
Matt Rosauer, Principal

Seattle Building & Construction Trades Council  
Monty Anderson, Executive Secretary



Pacific Northwest Regional Council of Carpenters  
Dan Hutchins, Contract Administrator

