

ESJ IN ACTION: PRIORITY HIRE and CWAs

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Priority Hire Overview

- Workforce and economic development strategy
- Applies to King County public works construction projects estimated at \$15 million or more
- Prioritizes individuals living in economically distressed areas of King County

Priority Hire Goals

- Align and Champion Greater Workforce Diversity in the Trades
- Increase Entry and Diversity into the Trades
- Improve Retention of Workforce

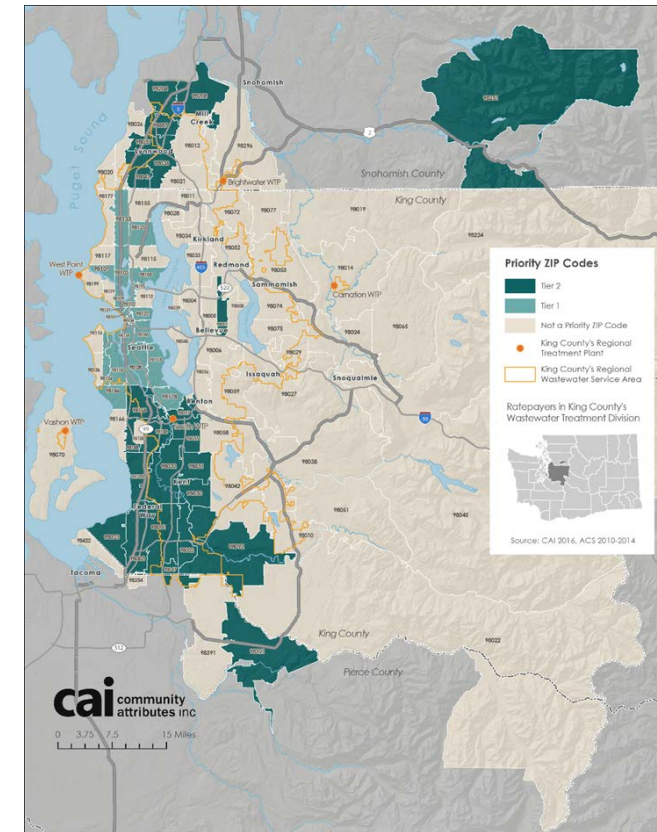
Benefits

- Prioritizes economically disadvantaged local workers for inclusion in King County capital construction projects
- Supports the hiring of residents who live in King County Priority Hire Zip Codes
- Training and job opportunities in the construction industry for local residents needing family-wage jobs
- Assist in addressing a widening gap between the demand for construction labor and the supply of skilled trade workers in our regional labor market

Eligibility

- Individuals must reside in a King County Priority Hire ZIP code
- King County has 43 Priority Hire Zip codes that have high concentration of the following three criteria:
 - People living under 200% below the Federal Poverty level
 - Unemployment
 - People without a college degree

King County Priority Hire Zip Codes



ZIP Code	Neighborhood or City
98001	Auburn
98002	Auburn
98003	Federal Way
98007	Bellevue
98023	Federal Way
98030	Kent
98031	Kent
98032	Kent
98036	Lynnwood
98037	Lynnwood
98043	Mountlake Terrace
98047	Pacific
98055	Renton
98057	Renton
98087	Lynnwood
98092	Auburn
98101	Downtown
98102	Capitol Hill/Eastlake
98103	Green Lake
98104	Downtown/ID
98105	Laurelhurst/ University District
98106	Delridge
98107	Ballard
98108	S. Beacon Hill/South Park
98109	Queen Anne
98118	Rainier Valley/Rainier Beach
98121	Bellevue
98122	Central District
98125	Lake City
98126	Delridge
98133	Bitter Lake
98134	Industrial District
98144	Mount Baker
98146	White Center
98148	Burien
98168	SeaTac/Tukwila
98178	Rainier Beach
98188	SeaTac/Tukwila
98198	Des Moines
98204	Everett
98208	Everett
98251	Gold Bar
98321	Buckley

Priority Hire preliminary results

as of 07/31/2018

Project	Total Labor Hours			Total Priority Hire Labor Hours		Priority Hire %	
	Apprentice	Journey	Total	Apprentice	Journey	Apprentice	Journey
Cedar Hills Area 8 & 7 Closure Project	13,829	68,860	82,689	2,962	14,779	21%	21%
Sunset & Heathfield Project	6,268	34,091	40,359	2,620	6,929	42%	20%
Georgetown Wet Weather Treatment Station Project (Demo)	824	3,492	4,316	639	522	78%	15%
Georgetown Wet Weather Treatment Station Project	214	3,321	3,535	-	159	0%	5%
Georgetown Wet Weather Treatment Station Project (Outfall)	170	807	977	170	-	100%	0%

Impacts on Contractors

- Projects with Priority Hire requirements are inclusive in all Community Workforce Agreements (CWA)
 - A CWA is a comprehensive pre-hire collective bargaining agreement that sets the basic terms and conditions of employment for an entire construction project
- Workforce must include a certain percentage of Priority Hire workers
- Must submit an Apprenticeship Utilization Plan for approval by the County
- Workforce Reporting requirements

Administrative Components of CWA

- Project Administrative Committee
- Pre-Job Conferences for all Contractors/Subcontractors including the Prime Contractor
- Signed Letters of Assent
- Uniform drug testing
- Grievance Procedure

Workforce Components of CWA

- Workforce Requirements:
 - Priority Hire Workers, Apprenticeship Utilization and Diversity Goals
- Unions to prioritize dispatch of Priority Hire Workers
- Preferred Entry (Pre-apprenticeship graduates)
- Standard Work hours
- Weekly Pay days
- Open-Shop Contractors are allowed up to 3 Core Workers on an alternating basis
- All Workers must be dispatched through the Union Hiring Hall
- All Contractors must pay Trust Fund Payments and Representational Fees for all workers
- Wage Rates and Fringe Benefits must follow local Collective Bargaining Agreements
- No strike – no lockout
- Safety standards

Current & Upcoming CWA Projects

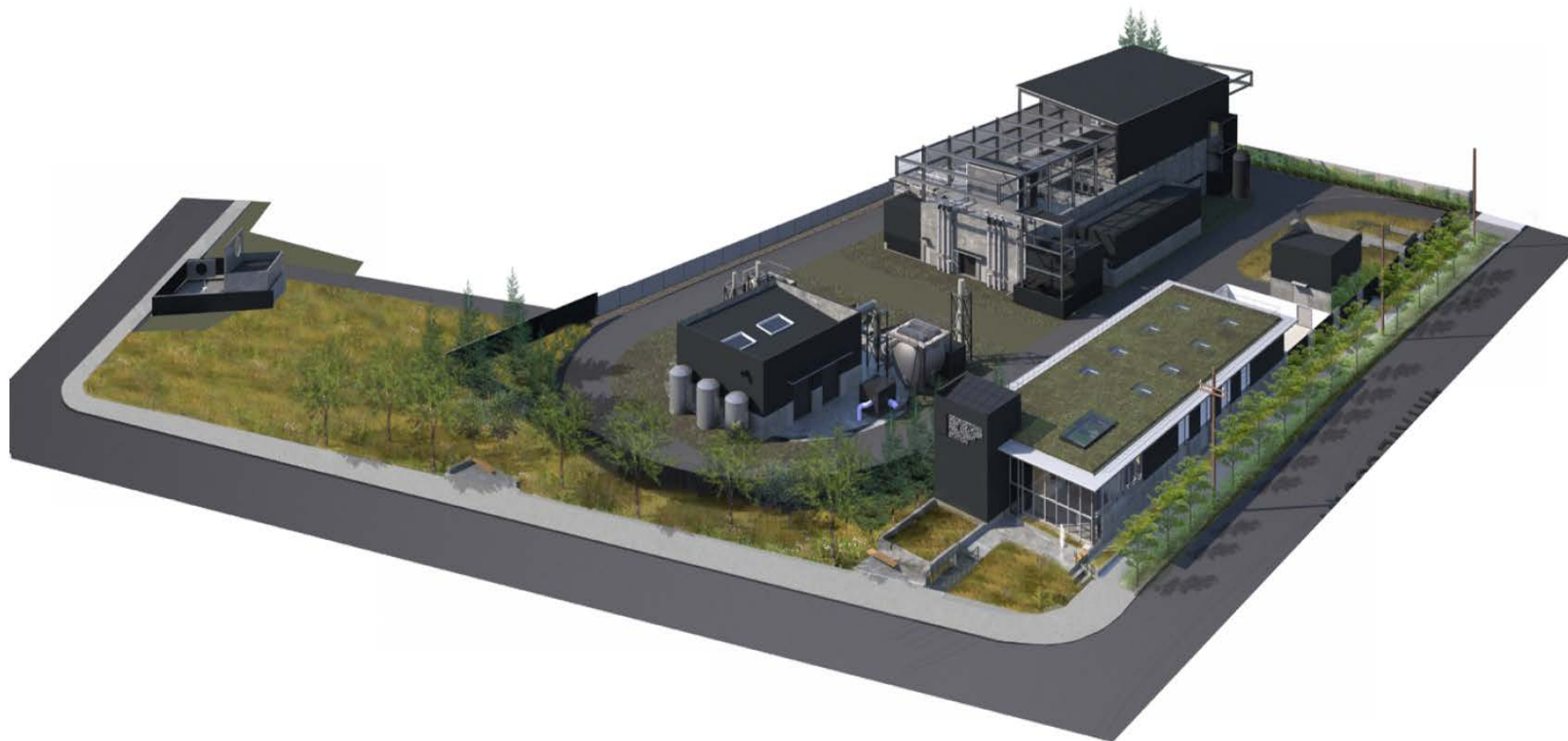
Current

- C01129C17 – Cedar Hills Regional Landfill Area 8 & 7 Closure Project (\$32.6 Million)
- C01008C16 – Sunset & Heathfield Pump Stations and Force Main Upgrade Project (\$36.6 Million)
- Georgetown Wet Weather Treatment Station Project
 - C01026C17 – Demolition, Remediation and Site Preparation Project – Phase 1 (\$2.7 Million)
 - C01025C17 – Georgetown Wet Weather Treatment Station – Phase 2 (\$96 Million)
 - C01072C17 – Outfall – Phase 3 (\$5.3 Million)
 - C01071C17 - Georgetown Wet Weather Treatment Station – Conveyance (Est. \$19.5 Million)

Upcoming

- South Plant Biogas and Health Systems Improvement Project
- Lower Russell Levee Setback Project
- Lake Hills Trunk/NW Lake Sammamish Interceptor Upgrade Project
- North Mercer Island Interceptor and Enatai Interceptor Upgrade Project

Georgetown Wet Weather Treatment Station



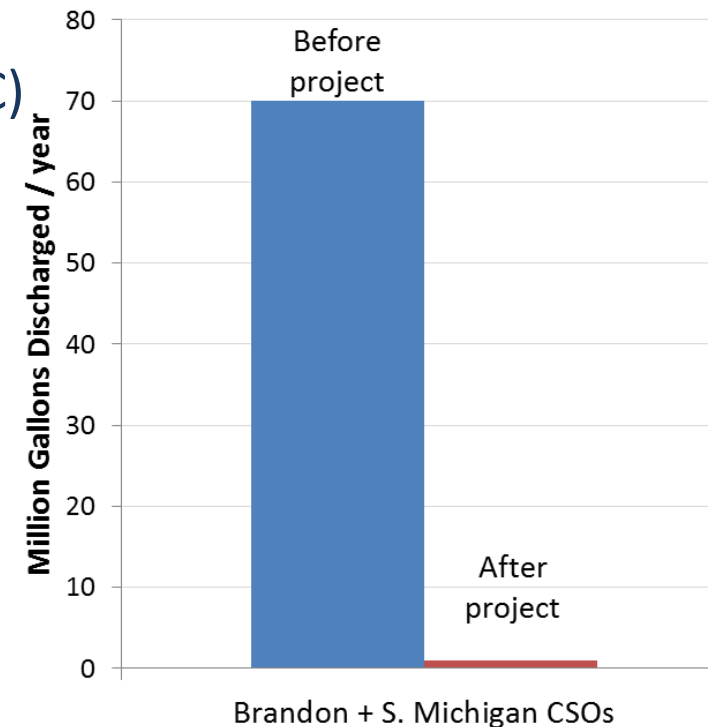
Georgetown Wet Weather Treatment Station

Background - Purpose

- Control of Brandon and South Michigan Street CSO Outfalls in accordance with Washington Administrative Code (WAC)
- WAC defines control as “no more than one event per year over a twenty year average” or treatment that is at least equal to primary treatment standards.
- Achieve all consent decree requirements



Untreated CSO Volume Reduction







Project Elements

- Influent and effluent conveyance
- Flow equalization
- Influent pump station
- Screening
- High rate clarification system
 - Ballasted Sedimentation
- Ultra-violet disinfection
- Ancillary facilities including, odor control, redundant electrical supplies, chemical storage, air handling
- Outfall structure



om St

E Marginal Way S

3rd Ave S

S Michigan St

U.S. Bank Branch

S Michigan St

E Mar

3rd Ave S

4th Ave S

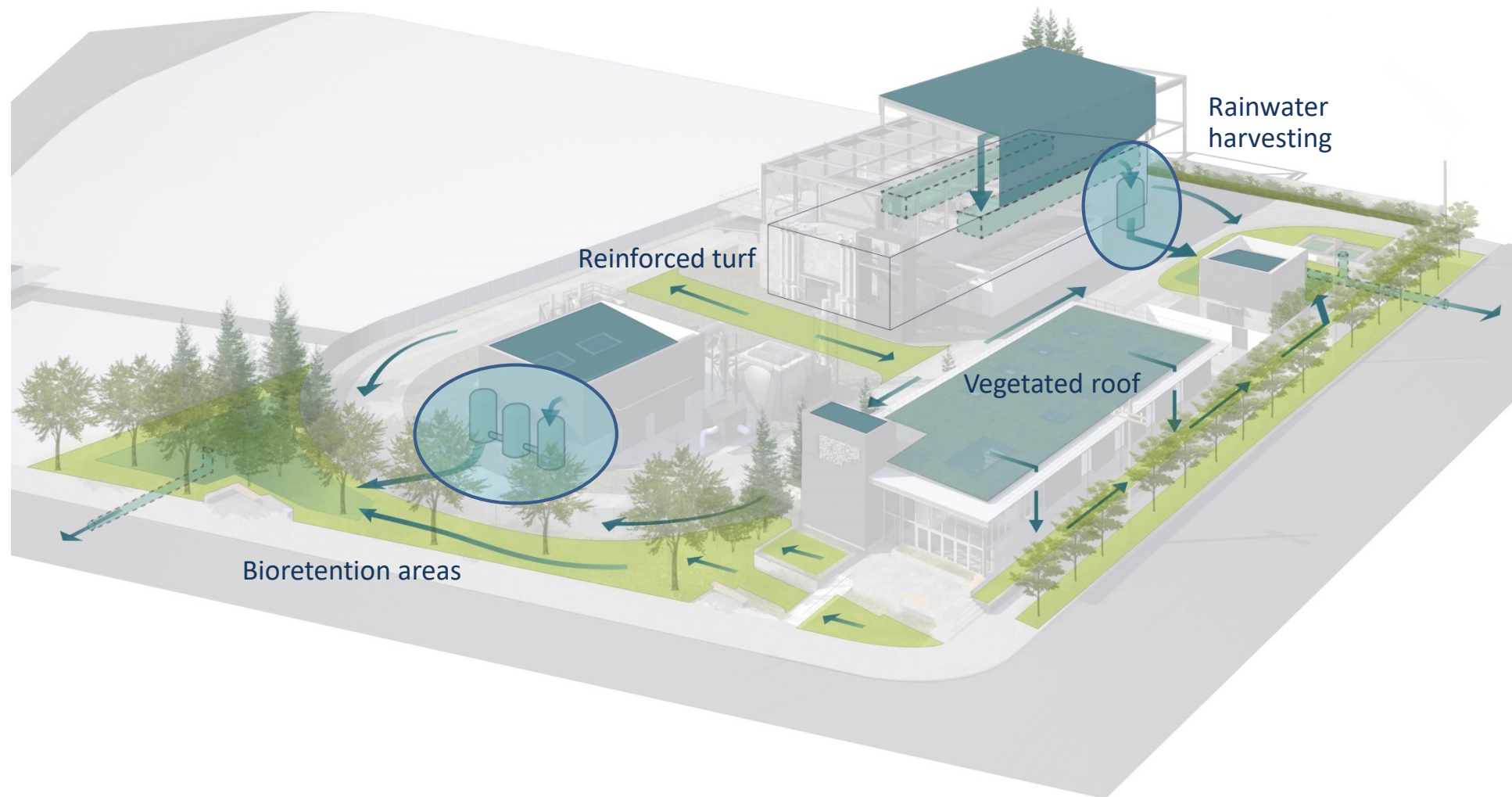


King County

Protecting Our Waters

Doing our part on rainy days

On-site Stormwater Management



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