ESJ IN ACTION:
PRIORITY HIRE and CWAs

Presenters: Samantha Kealoha, Joe Baca, and Matoya Darby
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
## Priority Hire preliminary results

**as of 07/31/2018**

<table>
<thead>
<tr>
<th>Project</th>
<th>Total Labor Hours</th>
<th>Total Priority Hire Labor Hours</th>
<th>Priority Hire %</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Apprentice</td>
<td>Journey</td>
<td>Total</td>
</tr>
<tr>
<td>Cedar Hills Area 8 &amp; 7 Closure Project</td>
<td>13,829</td>
<td>68,860</td>
<td>82,689</td>
</tr>
<tr>
<td>Sunset &amp; Heathfield Project</td>
<td>6,268</td>
<td>34,091</td>
<td>40,359</td>
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<tr>
<td>Georgetown Wet Weather Treatment Station Project (Demo)</td>
<td>824</td>
<td>3,492</td>
<td>4,316</td>
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<tr>
<td>Georgetown Wet Weather Treatment Station Project</td>
<td>214</td>
<td>3,321</td>
<td>3,535</td>
</tr>
<tr>
<td>Georgetown Wet Weather Treatment Station Project (Outfall)</td>
<td>170</td>
<td>807</td>
<td>977</td>
</tr>
</tbody>
</table>
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
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
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