

CWA TASKFORCE BARRIERS/SOLUTIONS

- Sensitivity training by unions to educate workforce on benefits of having a diverse set of contractors to work for
 - Fair to contractors and their ability to maintain a union job
- Technical Assistance for non-union contractors
 - How to grow a successful business, educate on how to bid on PLA projects, what is a PLA, financial, etc.
- Core Workers: Whether union or non-union allow contractor to use all of their local core workers before dispatching from union
- Benefit Package: Allow union and non-union VSLBs to pay benefits into a Social Justice Trust fund to help with legal fees, accounting, childcare, transportation, union dues, access to capital, etc. instead of into union benefits
- Require unions to dispatch professional workers to non-union contractors working under the PLA. They currently send sub-par workers
- Educate union dispatch workers on PLA requirements
 - Via flyers with information about the PLA provided by the awarding agency or monitoring group.
 - Each union/representative will have access to the flyer and be responsible for informing their dispatchers on a regular basis
 - Unions will provide a status report to the awarding agency monthly
- Require adequate monitoring and compliance oversight by an outside 3rd party, not the unions
- Open up the negotiation table to include local businesses, trades people, NAMC, Coalition for Trade Unionist, and young people
- Educate general contractors on working under a PLA and require that they educate their sub-contractors prior to bidding
- Establish a Contractor Assistance Center funded by the City to assist small contractors about working under PLAs
- Include importance of pre-apprentice programs as a solution to address the diversity pipeline and increase transparency in accessibility to the trades

- The threshold for working under a PLA should be \$5M instead of \$1M to allow more smaller contractors to apply. Costs are increased when a contractor has to input into the Trust Funds
- Open voting for union board seats to the local contracting community
- Hire a Hiring Coordinator to give workers direct access
- Change union culture
- When non-union contractors pay into the Trust Funds, allow the money to follow the worker, if they continue to pay into the fund. Right now, non-union workers who pay into the funds do not benefit until they become vested for 5 or 10 years
- Allow unions to create measurable programs that address the challenges minority non-union businesses face when becoming union
- Adjust contract requirements. They are too high, especially for VSLBs. Pressure unions to recruit black residents
- Require unions to dispatch a diverse group of workers instead of one group
- Decrease the union dues from \$850 to \$250 in the red line areas
- Outreach to the high schools via career days.
- This CWA should be a pilot program for a period to determine its effectiveness
- Each union should be required to hire a diversity person