

DRAFT FOR DISCUSSION

IDEAS FOR LOCAL HIRING

Ideas for Goal Setting

1. Set overall goals for local hiring
2. Set goals by trade
3. Build in language that focuses on retention of apprentices
4. Set workforce goals focused on the disadvantaged by neighborhoods and zip codes
5. Establish a standard definition of a Disadvantaged Worker
6. Set goals for contractors to sponsor apprentices

Ideas for Addressing Barriers

1. Include CWA language that verifies and increases community access to union training programs (especially for higher skilled trades, i.e., operating engineers, mechanical, plumbing, electrical).
2. Include CWA language that provides support/education for preparation for entering trades, especially for those with any challenges barring entry.
3. Include CWA language that establishes an Equity/Social Justice Fund to provide funding to CBOs focused on workforce development, training, hiring, and retention
4. Include CWA language that supports education of participating contractors and all dispatchers and unions on CWA requirements
5. Include CWA language that revises current core worker language to at least allow the first worker dispatched to come from the non-union contractor and at best to allow nonunion local contractors to put all their workers on the job before hiring union workers.
6. Include CWA language that requires sensitivity training to educate union workforce on benefits of having a diverse set of contractors to work for
7. Include CWA language that encourages importance of pre-apprentice programs as a solution to address the diversity pipeline and increase transparency in accessibility to the trades
8. Include CWA language that requires the hiring of a Hiring Coordinator to give workers direct access to problem solving.
9. Include CWA language that states when a worker pays into the Trust Funds, allow the money to follow the worker, if they continue to pay into the fund.
10. Include CWA language that requires unions to dispatch a diverse group of workers.
11. Include CWA language that decreases the union dues to \$250 in the red line areas
12. Include CWA language that encourages outreach to the high schools via career days
13. Include CWA language that educates union dispatch workers on PLA requirements
14. Include CWA language that requires adequate monitoring and compliance oversight by an independent outside 3rd party consultant.
15. Include CWA language that starts to establish construction academies in high schools

16. Include CWA language that encourages Career Days in schools hosted by all and/or a few participating construction companies and the unions.
17. Include CWA language that implements union apprentice and journeyman level diversity/sensitivity training.

Strong Compliance

1. Provide off-site credit for Oakland apprentices working on other projects concurrently only after having met the local goal for apprentices first
2. Include clear language that lays out good faith effort steps contractors are to make in hiring locally (specifically roles and responsibilities)
3. Require regular reporting on the utilization of Oakland residents with a focus on ethnicity and gender
4. Establish concrete union dispatch procedures that allow for dispatch of Oakland residents
5. Establish strong, enforceable penalties for non-compliance
6. Require all unions to work with CBOs across all trades
7. City staff or 3rd party consultant should conduct field site visits
8. No waivers given to any contractor if they cannot first utilize Oakland resident workers on CWA covered projects. They need to meet the 50% workforce goal before given any waivers
9. No waivers given to contractors once a project has ended
10. Hire third party consultant(s) for overall monitoring and financial assistance
11. Establish CWA committees open to public to work with independent 3rd party on compliance oversight for both contractors and unions.