

CWA RECAP OF LOCAL HIRE CONCERNS 4-28-22

LOCAL HIRE

1. Consider equity language for racial and gender, not just geography
2. Require contractors to do internal goal setting
3. Require contractors to 1st meet the local apprentice goal before allowing them to receive off-site credit for local apprentices working on projects outside the area
4. Allow small, local contractors receive more credit for apprentices as they do not have enough projects to gather off-site credit from
5. Clearly define what qualifies as a local resident
6. Adjust how the core worker goal is determined. Denominator should be based off the entire project total, not the core workforce goal
7. Include construction lingo definitions in laymen's terms for small contractors to understand (i.e., horizontal, vertical, etc.)
8. Goals should be based on individual contract goals not based on a set goal across projects
9. There are many barriers. The next step is to come up with solutions on how the CWA can affect change in people's lives, not just meet goals
10. There needs to be meaningful measures of success and data to support if the local workforce has been successful in making construction as a career long-term
11. Implement a process that expedites the apprenticeship application process for those interested in getting into the list trades (some trades only accept applications once or twice a year. How can the CWA bypass those processes on their projects to help getting new people in the trades)
12. Recommend the City hire an "Apprentice Rights Representative" to assist apprentices working on City projects with issues, questions, etc.
13. Include language that addresses pre-apprentices and those CBOs that assist them, as they add value toward retention. CBOs usually stay in contact with graduates long after they graduate which helps in retention
14. Give credit to those contractors who hire 2nd, 3rd, and 4th year apprentices, not just 1st year
15. The CWA needs to include language specific to contractors on how to properly request LIA residents
16. Non-union contractors should be allowed to use their own workers
17. City should be a major contributor in funding pre-apprentice programs
18. Tighten up the good faith effort requirements. There are too many loopholes right now
19. City needs to get legal to enforce payment of penalties to major contractors for non-compliance
20. Penalty amounts, based on a sliding scale, should be written in the CWA