

# City of Philadelphia



Council of the City of Philadelphia  
Office of the Chief Clerk  
Room 402, City Hall  
Philadelphia

(Resolution No. 080125)

## RESOLUTION

Approving Diversity Plans for certain labor unions pursuant to Bill No. 070994-A (approved December 21, 2007), which authorized, under certain terms and conditions, the execution of an agreement among the Commonwealth, the Pennsylvania Convention Center Authority and the City for the Convention Center expansion project.

WHEREAS, The City of Philadelphia is a racially and ethnically diverse city of 1.5 million people, with racial and ethnic minorities comprising approximately 55% of the City's Population; women comprise approximately 55% of the City's population; 12.4% of the working age population of the City of Philadelphia and 40% of residents age sixteen to nineteen years old are unemployed, a condition having direct impact on increased criminal activities and recidivism; and

WHEREAS, City Council understands that the issue of diversity and inclusion in the building trades is a complex and challenging issue; and

WHEREAS, Pursuant to Bill No. 070994-A (approved December 21, 2007), Council authorized the Finance Director to execute a Convention Center Agreement among the Commonwealth, the Pennsylvania Convention Center Authority ("Authority") and the City for the Convention Center expansion project, provided the Convention Center Agreement includes provisions: (i) requiring the Authority to enter into a Project Labor Agreement; and (ii) stating that "No labor union shall be permitted to execute the Project Labor Agreement unless it has entered into a Diversity Plan approved by Council by resolution, which Plan sets forth long-term inclusionary goals for minorities and women to the extent permitted by law, and providing sanctions for non-compliance"; and

WHEREAS, Diversity Plans for labor unions who wish to execute the Project Labor Agreement have been submitted to Council for approval, which Plans set forth long-term inclusionary goals and provide for sanctions in the form of the imposition of fair and reasonable remedial actions, and these Plans include signed commitments from labor unions to work with the Mayor's Advisory Commission to increase the diversity in their unions; and

# City of Philadelphia

*RESOLUTION NO. 080125 continued*

WHEREAS, The Mayor's Advisory Commission on Construction Industry Diversity (Mayor's Advisory Commission), created by the Mayor's Executive Order attached as Exhibit "B" shall collect, analyze, and verify the demographic data and shall report its initial findings and recommendations to the Mayor and Philadelphia City Council no later than September 1, 2008. Such report shall include, among other components, detailed statistical information on minority and female Philadelphia residents in the building and construction trades; a five-year strategic plan for the full inclusion of minorities and women in employment opportunities in construction projects; an effective structure for implementing, monitoring and enforcing the recommendations of the Advisory Commission and any other legal and practical strategies for the successful accomplishment of these important and compelling objectives; and

WHEREAS, The labor union's have committed to actively support the activities and efforts of the Mayor's Advisory Commission and also have acknowledged that the long-term inclusionary goals may be revised based on the findings of the Mayor's Advisory Commission; now, therefore

RESOLVED, BY THE COUNCIL OF THE CITY OF PHILADELPHIA,

THAT Pursuant to Section 1(c) of Bill No. 070994-A (approved December 21, 2007), the "Philadelphia Building And Construction Trades Council - AFL-CIO Diversity Commitment And Plan" attached as Exhibit "A" is hereby approved for the Cement Workers # 592.

**CEMENT MASONS LOCAL #592**

EXHIBIT "1"

Membership Data and Participation Commitment Form

Name of Local/Union: CEMENT MASONS LOCAL 592

As of the date of this Plan, the Union's workforce demographics are:

	Members	Journeyman	Apprentice
Total	725		44
Philadelphia Residents	302		28
African American	149		16
Hispanic American	40		3
Asian American	0		0
Women	4		1

The Union commits to the following inclusionary goals for its workforce demographics within five years after this Plan was executed:

	Members	Journeyman	Apprentice
Total	?	?	?
Philadelphia Residents	50%		60%
African American	45%	45%	50%
Hispanic American			
Asian American			
Women	?	?	?

Dated: 1<sup>st</sup> day of February, 2008

Signed: M. L. Fera

Title: PRESIDENT / BUSINESS MANAGER

Local/Union CEMENT MASONS LOCAL 592

**PHILADELPHIA BUILDING AND  
CONSTRUCTION TRADES COUNCIL  
AFL-CIO DIVERSITY COMMITMENT  
AND PLAN**

**FEBRUARY 4, 2008  
10:00 A.M.**

**PHILADELPHIA BUILDING AND CONSTRUCTION TRADES COUNCIL - AFL-CIO**

**DIVERSITY COMMITMENT AND PLAN**

**I. Statement of Commitment**

A. The Philadelphia Building and Construction Trades Council ("Trades Council") is committed to policies of inclusion, equal opportunity and non-discrimination in its ranks and in the deployment of persons in the workforce.

B. The Trades Council firmly believes that minorities and women should have the opportunity to fully participate in and benefit from all publicly and privately funded construction projects in the City of Philadelphia.

C. The Trades Council recognizes that any effective long term diversity inclusion plan, including membership participation goals for minorities and women, must be based on reliable statistical and demographic data from the Philadelphia region. The Trades Council will actively support the activities and efforts of, and will cooperate fully with, the Mayor's Advisory Commission on Construction Industry Diversity ("Commission") and the Mayor's Office of Construction Industry Diversity ("MOCID"). Such cooperation shall include, but not be limited to, cooperating to develop an effective five year strategic plan for the inclusion of minorities and women in the building trades which shall be submitted to the Mayor and the City Council for their approval by September 1, 2008.

D. Each member union of the Trades Council will use its best efforts, over the next five years, to increase the minority and women members in each union in accordance with the attached Membership Data and Participation Commitment Form which sets forth the demographic and geographic statistics for each union as of the date this Plan is executed, and the goals for each unions membership at the end of the five year period. "Best efforts" shall include, but not be limited to, efforts similar to the type of efforts required with respect to Permanent Employment Opportunities set forth in the Economic Opportunity Plan attached to Bill No. 070994-A (approved December 21, 2007). Said goals may be revised, and the required "best efforts" may be further specified after September 1, 2008, based on the recommendations of the Commission and MOCID, provided that any such revised goals and required "best efforts" are first approved by Council by resolution.

E. After September 1, 2008, the Trades Council will provide to the Commission, MOCID and City Council quarterly reports on the good faith efforts and progress made to achieve the goals of the diversity plan.

F. The Trades Council will cooperate with the Commission and MOCID to develop effective procedures for implementing and monitoring the achievement of the workforce participation goals, including the imposition of fair and reasonable remedial actions, provided that any proposed remedial actions shall be approved by Council by resolution before taking effect.

G. The Trades Council will continue its past efforts to support inclusion within building trades membership and apprenticeships, through such successful programs as the partnership with the Philadelphia Housing Authority's APT Program, its Partnership Agreement with the Philadelphia School District, and the Lucien E. Blackwell Pre-Apprenticeship Program.

H. The Trades Council will utilize the diversity "best practices" from such successful project specific initiatives as the Phillies and Eagles Stadiums, the Comcast Center Economic Inclusion Committee and the United States Postal Service Diversity Emphasis Program.

**II. Pennsylvania Convention Center Expansion Diversity Plan**

The Trades Council fully supports the goals and objectives of the Pennsylvania Convention Center Authority to insure that minorities and women are fully utilized in the pending expansion of the Center, and to that end will support the proposed Diversity Apprenticeship Program and any other initiatives designed to promote the goals of full inclusion. The Trades Council is committed to working with the Convention Center and using its best efforts to achieve the workforce utilization and apprenticeship goals set forth in the Project Labor Agreement as follows:

A. Workforce:

African Americans	25%
Hispanic Americans	10%
Asian Americans	5%
Women	10%
Philadelphia Residents	50%

B. Apprenticeships:

350

Martin P Campbell  
Asbestos Workers Local # 14

[Signature]  
Bricklayers & Allied  
Craftworkers Local #1 PA.DE

[Signature]  
Carpenters Regional  
Council

Mike Ferro  
Cement Masons Local #592

[Signature]  
I.B.E.W. Local #98

[Signature]  
Elevator Constructors #5

Joseph J. Naugherity  
Iron Workers Local #401

[Signature]  
Laborers Local #332

[Signature]  
I.U.O.E. Local #542

[Signature]  
District Council #21

[Signature]  
Plumbers Local #690

[Signature]  
Roofers Local #30

[Signature]  
Sheet Metal Workers Local #19

[Signature]  
Sprinkler Fitters Local #692

[Signature]  
Steamfitters  
Local #420

**EXECUTIVE ORDER NO. \_\_ - 08**

**MAYOR'S ADVISORY COMMISSION ON  
CONSTRUCTION INDUSTRY DIVERSITY**

**BACKGROUND**

**WHEREAS**, the United States Constitution, the Constitution of the Commonwealth of Pennsylvania, the Philadelphia Home Rule Charter, and various state and local legislative provisions prohibit discrimination against any person on the basis of race, color, ethnicity and gender; and

**WHEREAS**, the City of Philadelphia is a racially and ethnically diverse city of 1.5 million people, with racial and ethnic minorities comprising approximately 55% of the City's population; and

**WHEREAS**, women comprise approximately 55% of the City's population; and

**WHEREAS**, 12.4% of the working age population of the City of Philadelphia and 40% of residents age sixteen to nineteen years old are unemployed, a condition having direct impact on increased criminal activities and recidivism; and

**WHEREAS**, it is anticipated that the public and private sectors will undertake several billion dollars in construction projects in the City of Philadelphia over the next five years that will revitalize and benefit the regional economy; and

**WHEREAS**, it is the policy of the Commonwealth of Pennsylvania and the City of Philadelphia to provide an equal opportunity for minority persons and women to participate in and benefit from all publicly-funded and supported construction projects in the City; and

**WHEREAS**, the Mayor and the City Council are fully committed to increasing, in a meaningful way, the participation of minority persons and women in all construction projects in the City; and

**WHEREAS**, history, available statistics, testimony and observation suggest that minority persons and women are currently underrepresented and underemployed in the trades union membership and in the workforce deployed in the construction industry in the City; and

**WHEREAS**, minority persons and women should be deployed at various levels (*e.g.*, journeyman, apprentice) in the workforce in all construction projects in the City of Philadelphia; and

**WHEREAS**, all contractors, subcontractors, vendors, consultants and suppliers on all construction projects in the City of Philadelphia should commit to policies of non-discrimination, equal opportunity and employment of minority persons and women in the workforce; and



**WHEREAS**, all labor unions participating in construction projects in the City of Philadelphia should commit to policies of non-discrimination, equal opportunity and fair inclusion of minority persons and women in its membership ranks and in the retention and hourly deployment of minority and women members in the workforce; and

**WHEREAS**, the City has a compelling interest in prohibiting discrimination in all aspects of City contracting; and

**WHEREAS**, the City has a compelling interest in promoting the employment of its residents; and

**WHEREAS**, the Mayor desires to establish an Advisory Commission on Construction Industry Diversity to respond to these compelling interests and to promote the policy commitments described herein,

**NOW, THEREFORE**, by the power vested in me as Mayor of the City of Philadelphia, it is hereby ordered:

**SECTION 1. ESTABLISHMENT AND PURPOSE OF THE COMMISSION**

A. The Mayor's Advisory Commission on Construction Industry Diversity (hereinafter the "Advisory Commission") is hereby established in the Mayor's Office.

B. The Advisory Commission shall conduct a comprehensive analysis and review of the construction industry in Philadelphia and the extent to which Philadelphia County minority persons and women are utilized in the workforce on previous and ongoing construction projects in the City. The term "minority persons" or "minorities" shall mean African-Americans, Hispanic Americans, Asian Americans and Native Americans. The Advisory Commission's research should include, among other methodologies, workforce utilization disparity studies as well as construction industry diversity "best practices" from other jurisdictions with similar population trends and demographics.

C. The Advisory Commission shall develop and provide a foundation for a comprehensive program to substantially increase the membership and hourly deployment of minority and female Philadelphia residents in the building and construction trades and trades unions in the City of Philadelphia in order to work toward achieving the goal of a workforce that reflects the demographics of the City.

D. The Advisory Commission shall submit its initial findings and recommendations to the Mayor and Philadelphia City Council for approval no later than September 1, 2008. Such report shall include, among other components, detailed statistical information on minority and female Philadelphia residents in the building and construction trades; a five-year strategic plan for the full inclusion of minorities and women in employment opportunities in construction projects; an effective structure for implementing, monitoring and enforcing the recommendations of the Advisory Commission which may include recommendations regarding the duties of City

departments and agencies; and any other legal and practical strategies for the successful accomplishment of these important and compelling objectives.

**SECTION 2. MEMBERSHIP**

A. The Advisory Commission shall consist of 15 (fifteen) members appointed by the Mayor. The Mayor shall also designate a chairperson. The members shall possess the commitment, experience, and expertise necessary to accomplish the objectives and purposes of the Advisory Commission, and shall be selected by the Mayor from a broad base of interested partners and stakeholders.

B. The members of the Advisory Commission shall serve at the pleasure of the Mayor.

C. The members of the Advisory Commission shall serve without compensation.

**SECTION 3. OTHER PROVISIONS**

A. All employees, officers, officials, departments and agencies of the City of Philadelphia are hereby directed to cooperate with the Advisory Commission in accomplishing its objectives and purposes.


B. All agencies, authorities, boards and commissions, whether public, quasi-public or private which receive City of Philadelphia funding or other public support and are engaged in or contemplating any construction project in the City are hereby directed to cooperate with the Advisory Commission in accomplishing its objectives and purposes.

C. The City Law Department shall provide legal advice and counsel to the Advisory Commission.

**SECTION 4. EFFECTIVE DATE**

This Order shall take effect immediately.

Date: 2/4/08

  
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Michael A. Nutter, Mayor  
City of Philadelphia

# City of Philadelphia

*RESOLUTION NO. 080125 continued*

# City of Philadelphia

*RESOLUTION NO. 080125 continued*

CERTIFICATION: This is a true and correct copy of the original Resolution, Adopted by the Council of the City of Philadelphia on the fourth of February, 2008.

Anna C. Verna  
PRESIDENT OF THE COUNCIL

Patricia Rafferty  
CHIEF CLERK OF THE COUNCIL

Introduced by: Councilmember Miller

Sponsored by: Councilmembers Tasco, Sanchez, Green, Rizzo, Clarke, Greenlee, Blackwell, Reynolds Brown, Jones and Council President Verna