

City of Philadelphia



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

(Resolution No. 080124)

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. 080124 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 Steamfitters Local #420.

STEAMFITTERS LOCAL #420

EXHIBIT "1"

Estimate

Membership Data and Participation Commitment Form

Name of Local/Union: STEAM Fitters Local 420

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

	Members	Journeyman	Apprentice
Total	3,212	2,835	377
Philadelphia Residents	449	356	93
African American	74	53	21
Hispanic American	21	14	7
Asian American	6	4	2
Women	18	14	4

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

	Members	Journeyman	Apprentice
Total			377
Philadelphia Residents			120
African American			40
Hispanic American			14
Asian American			5
Women			10

Dated: 4 day of February, 2008

Signed: *Thomas Jello*

Title: *Business Manager*

Local/Union *LU 420*

Feb. 4. 2008 9:59AM

No. 0847 P. 1



STEAMFITTERS LOCAL UNION 420

THOMAS P. GALLO
Business Manager

KEVIN HEFFERNAN
Financial Secretary/Treasurer

Dear Tony:

I am writing to provide the information that you require concerning the Diversity Commitment and Plan. When analyzing and interpreting this information, you and your colleagues should be aware that there are specific factors and issues that affect the demographics of the membership of Steamfitters Local Union No. 420. Our trade differs from most others, not only in its complexity and the variety of talents that a steamfitter is required to have, but also as a result of the geographic area that our Local Union encompasses. In our construction division for example, Local 420 encompasses ten counties in the eastern part of Pennsylvania. In our refrigeration and air conditioning (service) division, Local 420's jurisdiction encompasses Pennsylvania, New Jersey and Delaware. In addition, for instrument technicians, Local 420 has jurisdiction in four states, New York, New Jersey, Delaware and Pennsylvania and, our gas distribution jurisdiction encompasses the entire Commonwealth of Pennsylvania. Nowhere is our jurisdiction simply limited to Philadelphia County.

Within all of these geographic jurisdictions, and as a matter of policy, Local 420 has always maintained a policy of inclusion and has engaged in numerous efforts, including outreach programs, to attract minority participation in our membership.

Most of the growth in our membership over the years occurs through our apprenticeship program. For at least two decades, the Local 420 Apprenticeship Program, which is operated jointly with the Mechanical Contractors Association, has established minority outreach programs in an attempt to work with the local community, especially in Philadelphia, to bring into our ranks qualified prospects for our apprenticeship program so that they will enjoy the benefits our trade and our membership will benefit by their participation. Although statistically the results of our efforts are not entirely evident, these efforts have been made, are ongoing and we are committed to strengthening and broadening our programs. In addition to working with community leaders and programs to attract minorities as applicants for our apprenticeship program(s), we have, for many years, engaged in other initiatives in an effort to attract more young men and women from the minority community. For example, all applicants to our program must take a differential aptitude test in order to even qualify for an interview to become an apprentice. Generally, the apprenticeship program will only select for interview those individuals who have scored "high" on the examination. As part of our minority outreach effort, we schedule for interviews all minority applicants who score "medium" or better. This has resulted in our ability to meet with, consider and even counsel many young men and women from the minority community. Some have been selected to our program as a result of these efforts, others have been counseled to improve their skills at mathematics and in other academic subjects and return to us with a promise of further consideration. We are constantly working to try to improve minority involvement in our apprenticeship programs. [Unlike other trades, the Steamfitter Apprenticeship Program requires significant mechanical aptitude, knowledge of advanced mathematics, and other subjects before an individual can commence training].

In the construction division which involves the largest portion of our membership, 14 per cent (14%) our current apprentices residing in Philadelphia County are minority. As I have


Feb. 4. 2008 9:59AM

No. 0847 P. 2

indicated, we are working constantly to improve this minority population in our membership and our Local Union's commitment to the Diversity Plan and our recent commitment to the Building Trades/School District of Philadelphia Plan will almost certainly enhance our efforts to improve minority participation in our membership. You should also be aware that the Commonwealth of Pennsylvania and the Department of Labor recently had occasion to review the minority outreach efforts by our apprenticeship program and found that our efforts were in good faith and that our results were satisfactory in moving toward achieving our goals. Clearly, we will not be satisfied until our goals are achieved, but our membership and our Union is committed and is working in good faith to achieve success in the areas of minority and female representation in our membership.

Tony, I am enclosing the statistical information that you have requested. I will be available to provide any additional information that you may need.

Sincerely,



Thomas Gallo
Business Manager

**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



Michael A. Nutter, Mayor
City of Philadelphia

City of Philadelphia

RESOLUTION NO. 080124 continued

City of Philadelphia

RESOLUTION NO. 080124 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 Miller, Tasco, Sanchez, Green, Rizzo, Clarke, Greenlee, Blackwell, Reynolds Brown, Jones and Council President Verna