

RESOLUTION NO. 1176 (2021)

A Resolution promoting the use of apprentices
in certain public works projects.

WHEREAS, a highly skilled workforce is essential for enhanced economic growth and the continued prosperity of workers and our region; and

WHEREAS, shortages of skilled construction workers limit job growth and affect our economy. This 'skill gap' problem will continue to grow, due to the large number of skilled worker retirements and increased construction activity; and

WHEREAS, the Port of Everett is committed to working in partnership with labor and business to create a skilled workforce that reflects the diversity of our population and promotes community development;

NOW, THEREFORE, BE IT RESOLVED BY THE COMMISSION OF THE PORT OF EVERETT:

1. The Port shall require good faith efforts from contractors to use Washington State Apprenticeship and Training Council "WSATC" registered apprentices as follows on projects:
 - A. Levels of Apprenticeship Participation shall be:
 - a. For public works contracts over \$1,000,000, before tax, the apprenticeship labor hour's goal shall be:

\$1M-\$1.5M	3%
\$1.5M-\$3M	4%
\$3M-\$8M	5%
\$8M-\$12M	6%
Above \$12M	8%
 - b. Contractors and subcontractors shall make every effort to utilize apprenticeship labor from residents of Snohomish County to the extent reasonably available.
 - c. Contractors are encouraged to recruit apprentices from pre-apprenticeship pipelines such as the Sno-Isle Skill Center, Regional Apprenticeship Pathways (RAP) in Marysville and the TERO Vocational Training Center (Tulalip Tribes) which provide a clear and seamless education pathway to a career as an apprentice.
 - B. This requirement may be modified or waived by the Executive Director for a specific project for the following reasons:
 - a. A lack of availability of apprentices.
 - b. Labor hours to material costs are disproportionate.
 - c. Conflicting federal or state grant requirements.
 - d. Apprenticeship retention issues.
 - e. Apprentice to Journey person ratio requirements.
 - f. Complying with requirements would displace members of contractors own workforce.

- g. Added or deleted work affecting apprenticeship participation.
 - h. The types of crafts or skills required on the project.
 - i. Project size, duration of the project, types of crafts or skills needed make goals infeasible.
 - i. Participating contractors have demonstrated a good faith effort to comply with the requirements of this resolution but are unable to meet the goals.
 - ii. Other criteria deemed reasonable by the Executive Director.
- C. Apprenticeship utilization compliance consistent with this Resolution shall be certified by contractors and subcontractors on forms approved by the Port.
2. The Port Administration shall provide the Commission with periodic reports on the results of the application of this Resolution. Such reports shall be at least every other year and shall include the extent of utilization of apprentices on Port projects during the reporting period, any comments received from contractors, subcontractors, apprentices, and labor interests on the application of this Resolution, any projects where the Executive Director modified or waived the requirement, and any other matters deemed appropriate.
3. Resolution No. 1176 (2021) will be effective January 1, 2022 and will expire December 31, 2027. The Port Commission will review the overall effectiveness of the Apprenticeship Participation Program at the end of five years and determine if the resolution will be renewed.

ADOPTED by the Commission of the Port of Everett this 15th day of June, 2021.

EVERETT PORT COMMISSION



Tom Stiger, President



David Simpson, Vice President



Glen Bachman, Secretary