

...Revolt of the Managers

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And notably for a document based on the CBA, CEIP strips every mention of strikes and lockouts, removes unions from any advisory role, and removes the requirement that unions represent workers on the projects.

Willy Myers, head of the Columbia-Pacific Building Trades Council, said it seemed like the CEIP's authors "conspired together to create a low-road approach that discounts the value of union labor to the point where it's offensive."

"Dr. King recognized the value of union labor and knew labor had to be a piece of the puzzle of equity and inclusion," Myers told the Labor Press. "It's very unfortunate that the City of Portland's Office of Equity doesn't recognize that."

The CEIP does have some new innovations: It requires contractors to provide cultural competency training to managers; clean, lock-able, graffiti-free toilet facilities for construction workers who identify as women; and separate lactation facilities, as needed.

Several parts of the CEIP are notably specific: General contractors have to utilize the City's Prime Contractor Development Program as "first source" for

subcontracts, and once subcontractors are selected, they can't be fired or replaced without the approval of the City's chief procurement officer (Christine Moody).

But when it comes to steps taken to achieve the actual numeric diversity goals, the CEIP is full of weasel language like "may" "when possible" "if deemed necessary," — and most often it's not spelled out who is responsible for the "deeming."

The diversity goals, at least, are specific: apprentices are supposed to make up 20 percent of labor hours, and 22 percent of apprentices are supposed to be minorities, and 9 percent women. Meanwhile, 22 percent of journey-level hours are supposed to be minorities and 6 percent women. And disadvantaged or minority-owned businesses are supposed to get contracts equal to 12 percent of hard construction costs, women-owned businesses are supposed to get 5 percent, and another 5 percent could go to any combination of women-owned, minority-owned or emerging small businesses. Contractors and workers that are both minority and women can be tracked as both but only counted once to-

ward diversity goals.

But almost any of the diversity goals can be lowered or eliminated for any given project — after negotiations between the general contractor and the City project manager and City chief procurement officer: "Exemptions to the percentage goals ... shall be assessed ... through the Contractor's and Owner's assessments of the scopes of work for each trade implicated in the Project, current marketplace availability for such trades, and historical disparity data and other assessment as reviewed by the CEIC." Translation: City construction projects will meet City diversity goals, except when they won't.

When a first draft of the CEIP was released in October, it alarmed most of the organizations that had worked with the City on the CBA. The Metropolitan Alliance for Workforce Equity (MAWE) outlined concerns in a letter to Dante James signed by 15 organizations.

By contrast, no one seems to want to take direct responsibility for the CEIP. The April 3 "letter to stakeholder groups" announcing CEIP's final draft was signed simply "the work group" without even a list of the work group's participants by name.



TURNING THE HOSE ON THEMSELVES: Not a fire hose, but a regular hose can be the first step in getting carcinogens off gear.

...Long after flames, firefighters at risk from cancer chemicals

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protective gear, known as "turnouts" are handled, says Vancouver, Wash., IAFF Local 452 member Bob Carroll, a captain and paramedic who worked on Healthy In, Healthy Out.

"These are not just dirty work clothes," Carroll says. "This is a contaminated, almost hazardous, material. You need to treat it as such, contain the contaminant, and take a shower as quickly as possible."

After Carroll approached management at the Vancouver Fire Department, they agreed to implement a set of best practices to protect fire fighters from carcinogens:

- The department issued extra hoods and a second set of turnout clothes that fire fighters can wear while their contaminated ones are being professionally cleaned.
- Fire fighters now wait one hour before beginning overhaul, allowing most toxic



gases to evaporate.

- Once overhaul is complete, fire fighters hose off, brush off, pull off and place their turnouts in a heavy-duty plastic bag.
- Dirty turnouts are banned from entering the fire station.
- Back at the station, the first thing they do is scrub equipment clean.

ONLINE EXTRA

You can watch the Healthy In, Healthy Out video at <http://bit.ly/2i9jBP2> And you can view and download the printed guide at the Washington State Council of Fire Fighters site: wscff.org/HealthyInHealthyOut/

CORRECTION

The Northwest Labor Press incorrectly reported on two endorsements for Portland Public School Board in the April 7, 2017 edition. The Northwest Oregon Labor Council Executive Board has recommended that candidate Scott Bailey be endorsed, but the motion must be approved by delegates, which don't meet until April 24.

Candidate Trisha Parks is recovering from a medical issue and is still in the interview process with the labor council.

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