

## Diversity

continued from page 3

\$200,000 would require apprenticeship programs amounting to 20 percent of the workforce. And 20 percent of those apprentices would have to be ethnic minorities, and 15 percent would have to be women. Apprenticeship programs are vital to helping minorities succeed in construction because it takes four years of training to reach journeyman status and the short-term nature of construction work means it is a challenge for apprentices to find continuous work experience.

"I like the concept of setting these number goals because they are doable numbers," says Rahming. "I'm glad that the carpenters are getting on board now, because they have been absent from this conversation for too long. I want to give credit to the mayor and to Multnomah County for taking the lead on this, but in general, I'd say this is a very good start for the unions.

"The challenge is that they don't yet have all the other unions on board."

The Carpenters also make important concessions to small women and minority owned businesses, saying they do not have to join the union.

"They do have to get the same pay and benefits but that doesn't have to come from the union," Tweedie said. If they can and want to provide equivalent health and welfare benefits they can do that."

Other key clauses would establish a fund to give technical assistance to minority businesses, helping contractors with the heavy load of government paperwork; and would set up a training fund to support apprenticeship programs.

Former Portland City Commissioner Jim Francesconi, worked with Tweedie to draft the contract language.

"If labor is willing to help finance apprenticeships and technical assistance for minority contractors, then that's what's unique here," Francesconi said. "I don't know anywhere else in the country that is doing that."

Many of the ideas in the Carpenters draft agreement already have been adopted by local government agencies such as, the City of Portland, Multnomah County and TriMet. But Rahming says a strong commitment from all the construction unions could help transform practices -at the state's biggest player: Oregon Department of Transportation.



Coming Jan. 26: Part Two of Constructing our Future Dragging its Feet on Diversity?

What's Oregon Department of Transportation doing to create fairness in contracting and the workforce?

Maurice Rahming wants the Oregon Department of Transportation to get back on-track.

### Is the game becoming more than a game?



### Let us help you put it in perspective.

For help call



1 877 MY LIMIT

or chat



1877MYLIMIT.ORG

### Treatment for a gambling problem is free, confidential and it works.

*Sponsored by the Oregon Lottery*

#### Caldwell's, Hennessey, Goetsch & McGee Funeral Home



David E. Hinton  
Funeral Director  
20 NE 14th Avenue  
Portland, OR 97232  
503-232-4111  
Fax 503-231-1586  
E Fax 503-328-7012  
david.hinton@sci-us.com

#### PassinArt A THEATER COMPANY

PRESENTS

### Tough Titty

**Tickets on Sale NOW!!**

March 11 – 26, 2011

[www.passinart.org](http://www.passinart.org)

