



**KING COUNTY**

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

**Signature Report**

**October 22, 2002**

**Motion 11603**

**Proposed No.** 2002-0503.1

**Sponsors** Sullivan and Constantine

1                   A MOTION adopting the minutes of the 2002 Labor  
2                   Summit between local labor leadership and King County  
3                   elected officials.  
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6                   WHEREAS, the 2002 Labor Summit between local labor leadership and King  
7                   County elected officials was held on May 20, 2002, and

8                   WHEREAS, Ordinance 13000, adopted by the King County council on February  
9                   9, 1998, directs that the minutes of the annual labor summit be adopted by the council;

10 NOW THEREFORE, BE IT MOVED by the Council of King County:

11 The minutes of the 2002 Labor Summit are hereby adopted.

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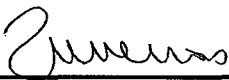
Motion 11603 was introduced on 10/14/2002 and passed by the Metropolitan King County Council on 10/21/2002, by the following vote:

Yes: 13 - Ms. Sullivan, Ms. Edmonds, Mr. von Reichbauer, Ms. Lambert, Mr. Phillips, Mr. Pelz, Mr. McKenna, Mr. Constantine, Mr. Pullen, Mr. Gossett, Ms. Hague, Mr. Irons and Ms. Patterson  
No: 0  
Excused: 0

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

  
Cynthia Sullivan, Chair

ATTEST:

  
\_\_\_\_\_  
Anne Noris, Clerk of the Council

**Attachments**      A. Minutes of May 2002 Labor Summit

## Minutes of May 20, 2002 Labor Summit

### Opening Comments

The 2002 Labor Summit was co-chaired by Cynthia Sullivan, Chair, Metropolitan King County Council and Steve Williamson, Executive Secretary, King County Labor Council.

*Chair Sullivan* called the Committee-of-the-Whole meeting and the 2002 Labor Summit to order at 9:10 a.m. on May 20, 2002. The chair expressed the critical importance of the annual discussion between the executive branch, the legislative branch and labor on issues effecting the government. The chair noted that the term 'crisis' has been overused when discussing King County's situation, but that one-sixth of the Budget is in dire straits. She further observed that revenue solutions are out of the county's control, leaving few options for managing expenditures. Chair Sullivan then stated that the county must consider eliminating certain lines of business or scaling back levels of service—either of which will have a profound effect on employees and the community. Chair Sullivan noted that King County's most valuable resource is its employees and the relationship with labor is a partnership in providing services. She further stated that anything less than a fair wage is not efficient and does not protect the public's interest. The chair expressed the need for labor and the council to acknowledge that we are facing difficult times and that some changes will occur, to work together to find solutions, and maintain open communications in an effort to successfully manage the coming months. Chair Sullivan concluded her opening remarks by thanking everyone for attending the summit.

*Steve Williamson* called for focus on the revenue crisis and its effect on workers and the community. Mr. Williamson expressed the need to educate the community about the reality of the crisis and the need for collaboration on both short- and long-term solutions. He stated that the current crisis is not a budget crisis, but that it is a revenue crisis. He further stated that this crisis was not caused by workers' contracts, wages and benefits—and that it won't be solved by undermining such contracts. Mr. Williamson emphasized the need to define core programs, and then procure support and funding for those programs. He indicated that testimony from workers today would provide insight on services and what is at stake if services are cut. He also noted that some of the testimony would touch on current county labor policies and how those policies serve as a guide to county and labor relations. Mr. Williamson expressed the need to maintain strong public services, fairness, mutual respect and clear communication.

Mr. Williamson observed that King County voters have supported strong public services as evidenced by their votes *against* Initiatives 695, 722, 745, 747, and votes *in support* of Medic One and bonds for Harborview Medical Center. He explained that the labor community has played a key role in educating the public and in lobbying in support for revenue options for local governments. He thanked the council for showing leadership on adopting the policy for Project Labor Agreements (PLA) and approving the PLA for the Harborview Medical Center project. He concluded his remarks by reiterating the need to educate the public on the revenue crisis.

**Worker Panels: Introduction and Discussion**

*Betty Sorbo, Business Representative, Teamsters Local Union 117*, briefed the committee on information regarding the King County Work Force. Ms. Sorbo informed the committee that approximately 84% of the County's work force is represented by labor unions and explained that the unions are part of a coalition that can speak with a single collective voice about issues and concerns to members. She listed several examples of work responsibilities performed by members of the King County work force.

*Whitney Hupf, Union Representative, International Federation of Professional and Technical Engineers, Local 17, and Co-chair of the King County Labor Coalition*, explained that "We do the work," was the theme of the forthcoming presentations by three separate panels of King County workers who provide direct services to the community in the areas of Parks, Public Health, and Solid Waste. Ms. Hupf invited the first panel to the table.

***Worker Panel #1: Parks – Discussion***

*Rita Jordan, Parks Utility Specialist II, Service Employees International Union (SEIU) Local 925, Renton Shops*, briefed the committee regarding the duties of the parks employees and their training. Ms. Jordan described parks responsibilities as including daily maintenance, cleaning restrooms, and clearing brush, among others. She explained that parks workers serve as "ambassadors to the public" by dealing directly with the public on a variety of issues and concerns. Moreover, she listed types of training parks workers receive, including sediment control certification, playground certification, and skills for dealing with hostile or disorderly park patrons. Ms. Jordan summarized her remarks by noting that these were examples of the staff necessary to maintain the parks system at a top level, including parks, pools, fairgrounds, and recreational programs. She concluded her remarks by stating the need for new revenues to maintain the parks system.

*Brian Morrow, Parks Utility Specialist II, SEIU Local 925, Green River District*, briefed the committee regarding the duties of the parks employees and what their training ensues. Mr. Morrow informed the committee of the daily responsibilities of safety inspections and the maintenance of over 200 parks, 16 pools, and 200 miles of trails. He noted that parks employees must pass a criminal background check. He explained that parks employees are cross trained so they can meet the unique challenges of maintaining the parks throughout the county. Mr. Morrow informed the council that parks employees receive special training in areas such as gang awareness issues, recognizing meth labs, and the appropriate action to take in such situations. Mr. Morrow commented on the current budget deficit and on the limitations of using volunteer and offender work crews because of the few tasks they can tackle and the need for direct supervision by experienced parks workers.

*Councilmember Irons* inquired about protective measures needed to maintain safety, i.e. gloves?

*Brian Morrow* responded that the Parks Department equips them with their needed supplies and the workers have been extensively trained to ensure safety.

*Councilmember Pullen* asked the panel to comment on the use of jail inmates to clean up King County Parks and to clarify the position of the union.

*Brian Morrow* speaking from personal experience, stated that the current community service program presents several problems, including: poor attendance by participants, poor performance by participants, the unwillingness of those who do show up to work, and behavioral problems.

*Steve Williamson* asked if the use of jail inmates would decrease parks staff.

*Brian Morrow* responded that the proposal would increase the need for staff.

*Councilmember Irons* asked if a cost benefit analysis had been completed.

*Brian Morrow* responded in the affirmative, but did not have details.

### **Labor and Management Working Together: Labor Policies, Contracts, and Wage Formulae**

*Joe Tessier, Lead Negotiator, Teamsters Local Union No. 117*, opened his remarks by discussing how labor has worked to build a cooperative relationship with King County, and how both workers and taxpayers have benefited from that relationship. Mr. Tessier explained how the unions have voluntarily agreed to jointly bargain for benefit plans with King County, even when it might not be in the best interest of some individual unions. He noted that Local 117 participated in a successful productivity initiative at the Wastewater Treatment Division of the Department of Natural Resources and Parks, resulting in increased efficiencies, savings for ratepayers, and secure family wage jobs. He recalled the unions' efforts and leadership roles against the anti-tax initiatives and support for the attempt to secure the authority for the county to levy a utility tax.

Mr. Tessier observed that the King County labor policies have served the county well for many years and is not the cause for the current budget problems. He cautioned that any policy changes providing some short-term benefits, could end up hurting the county's ability to provide necessary services to the public in the future. Mr. Tessier specifically noted that the Classification and Compensation motion passed by the council in 1997, calling for compensation to be paid at plus or minus five percent of the market average, is a reasonable policy that calls for wages which are not overly generous.

Mr. Tessier expressed concern about the possibilities of freezing cost of living adjustments (COLAs) or step increases as a way to address budget problems. He cautioned that such actions would have a significant negative impact on the recruitment and retention of quality employees, and lead to a reduction in the quality of service that the public expects. He further cautioned against unfair or disproportionate freezes or cuts to employees who are not eligible for binding interest arbitration.

Mr. Tessier observed that the lack of revenue will force decisions about which programs and services will be provided to the public. He again noted the need for fair compensation in order to retain quality employees. He also called for the continued funding of the Layoff-Recall Program. Mr. Tessier concluded his remarks by reiterating the importance of maintaining the partnership between labor and King County as we look for ways to address the revenue shortfall, improve productivity, and maintain family wage jobs.

*Councilmember Constantine* commented that King County employees do not seem to be overcompensated. He observed that as King County employees fall behind market rates the county loses experienced employees, resulting in lost productivity and higher training costs. He noted that King County employees understand what works well and what is ineffective because they are the people who actually deliver the services, and that their insight is a critical element of the discussion.

*Dustin Frederick, Business Manager, Service Employees International Union (SEIU), Public Safety Employees, Local 519, and Co-chair of the King County Labor Coalition*, began by thanking Councilmember Sullivan for her opening remarks. He continued by outlining three broad points that he will discuss in greater detail, including: 1) the solid relationship between the council, executive, and labor; 2) how this relationship has produced excellent service for citizens and benefited workers; and 3) labor's desire to continue this relationship into the future.

Mr. Frederick identified four specific actions that have helped to create the solid relationship between labor and King County. First, he recalled the successful collaboration to pass the Labor Policy Ordinance with bipartisan support in 1994. Second, he noted the passage of the Compensation Motion in July 1997 setting forth the market based concept for the compensation plan. He also noted how the creation of the Labor Coalition provides the executive and council with a unified and consistent voice from labor. Lastly he observed the success of the Joint Labor Management Insurance Committee as the mechanism for negotiating benefits packages.

Mr. Frederick cited several examples as evidence of the strong relationship between labor and King County, including: Layoff Recall Program, efficiencies gained through the coalition bargaining of the Classification Compensation Motion, efforts by labor to support the County in securing revenue options, efficiencies and savings gained through the Joint Labor Management Insurance Committee, and the benefits of Annual Labor Summit itself.

Mr. Frederick expressed labor's desire to continue this successful relationship into the future and identified critical elements to accomplish this goal. First, he asked the County to honor existing collective bargaining agreements and the collective bargaining process. He requested that the County work within the existing Labor Policies and Classification Motion. Additionally, he asked the council to continue their support for the market based compensation plan. He called on the Councilmembers to educate their constituents about the County's successful relationship with labor and the quality service they receive from county employees.

Mr. Frederick concluded his remarks by requesting that the County reduce services—not wages and benefits—in response to the reduced revenues. He asked the council to utilize the labor liaison concept similar to the model in the executive’s office. He also requested that labor be given as much advance notice as possible if there is a forthcoming major policy change. He closed by calling for the use of the Committee-of-the-Whole as the Labor Policy Committee to allow labor to work with the council to develop any needed policy changes.

*Councilmember Gossett* requested clarification on Mr. Frederick’s comments regarding labor’s preference to reduce services in the face reduced funding.

*Dustin Frederick* responded by stating it was the consensus position of the Coalition to support family wage jobs and fair compensation. He stated the Coalition’s position to support the elimination of services not mandated by law, as opposed to lower wages, reduced benefits, COLA freezes, etc. He further clarified that they would rather have a lower number of family wage jobs in King County, than more jobs that pay below market rates.

*Steve Williamson* asked for additional clarification as to why that is the position of the Unions.

*Dustin Frederick* explained that labor understands the difficulty in explaining potential reductions in service to constituents, but noted that different council districts have different views on raising taxes to pay for services. He again stated how labor has worked with the county to create a labor environment that is mutually beneficial to government, workers, and the citizens of King County. Mr. Frederick reiterated the importance of family wage jobs, as opposed to implementing cuts or freezes to wages and benefits in an effort to retain more workers.

*Steve Williamson* inquired if employees understand the classification compensation effort to bring wages up to market rates.

*Dustin Frederick* answered that the professional and technical staff understand and the majority of all other employees understand.

*Whitney Hupf* added that there is a distinction between labor costs and wages. She noted that there are recruitment and retention issues which become a factor when wages are reduced. Ms. Hupf described the value of the experience and professionalism that union members (employees) bring to the workplace. She further noted the need to address the structural revenue problem.

*Dustin Frederick* commented that the services provided by Cedar Hills and NRF will be eliminated over the next 18 months. He cited this as an unfortunate example of cutting a service because it is not mandated by law, but explained that it is better than reducing the quality of a program or maintaining the service with low paid workers.

*Chair Sullivan* invited Ron Sims to the table.

*Executive Ron Sims* noted that about 90 percent of King County employees are represented by unions and that the unions have been very effective in addressing challenges at the county. He thanked the employees of King County for their high quality of work. He further expressed his belief that workers are entitled to a family wage job.

*Chair Sullivan* recognized Councilmember Pullen.

*Councilmember Pullen* thanked Executive Ron Sims for his remarks.

*Steve Williamson* introduced King County Labor Council Executive Board Members in attendance.

*Chair Sullivan* called the next panel.

***Worker Panel #2: Public Health – Discussion***

*Whitney Hupf* introduced the panel.

*Patricia Manuel, Nutrition Consultant FIC/Prevention Division, Public Health Department*, briefed the committee on her professional background and duties while working for Seattle/King County Public Health. She explained that she and most of her nutritionist colleagues conduct nutrition counseling and classes for high risk pregnant women, infants, and children. She described her work in the Chronic Disease Prevention and Healthy Aging Unit, and the creation of the Healthy Eating For Healthy Aging program where funding goes into nutrition education for low income and senior citizens. She noted that funding for this program is matched 100% by the federal food stamp nutrition education program of the USDA. She cited several examples of how this program serves the public—both by projects providing direct services and by program policy work—including the King County Senior Farmers Market Nutrition Program.

*Chair Sullivan* asked if there are any unmet needs that still exist.

*Patricia Manuel* responded by explaining the unmet need in the Chronic Disease Prevention Program.

*Councilmember Pullen* commended Ms. Manuel on her work. He expressed concerns about the dangers of diabetes and obesity.

*Chris Skilton, Health and Environmental Investigator, Central Environmental Health Division, Public Health Department (Restaurant Inspector)* briefed the committee regarding environmental health, restaurant inspectors, and services provided by the inspectors. He noted that King County's food protection program is nationally recognized. Mr. Skilton explained that his job involves inspecting restaurants, conducting educational outreach to food service workers, and investigating food born outbreaks. Mr. Skilton cited examples—including efforts at KeyArena and partnering with the Washington Restaurant Association—of how safety in the food service industry and the education of food service workers has been improved in King County. He observed that when Environmental Health workers do their job they usually go unnoticed and don't make headlines.

*Councilmember McKenna* inquired how federal standards differ from local standards.

*Chris Skilton* explained that federal standards are probably slightly stronger than those in King County, but that King County standards are higher than in the rest of Washington state. He further noted that federal standards take a more global approach to inspection.



*Executive Ron Sims* commented on the popularity and content of the restaurant inspection report on the King County web page, and the public's desire to see these records. He also thanked them for their efforts in the area of diet and nutrition counseling for minority populations.

*Patricia Manuel* commented on the nationally recognized King County web page.

*Steve Williamson* expressed his appreciation for their hard work. He asked if it was possible to quantify the fiscal and human costs associated with cutting the education programs, particularly given the unmet needs already in place. He expressed concerns for future costs if the funding for education programs were cut.

*Patricia Manuel* explained why it was not possible to predict the future costs without further research.

*Chris Skilton* explained that the loss of educational outreach programs would negatively impact the food service industries.

*Chair Sullivan* followed up by noting that the costs associated with responding to outbreaks is likely more expensive than educational outreach and asked for data that might speak to this point.

*Whitney Hupf* introduced the next panel for Solid Waste.

***Worker Panel #3: Solid Waste – Discussion***

*Anthony Murrietta, President, General Teamster Local Union #174*, began his comments by noting the management and oversight roles of the council and the executive for solid waste. He discussed aspects of safeguarding costs and providing the public with a clean, safe, convenient place to dispose of waste. He noted that solid waste provides a steady long term revenue source, and that without county control there could be a crisis situation.

*Ben Hall, Truck Driver, Local 111, Solid Waste*, thanked the council for their hard work and professionalism, and thanked Council Chair Sullivan for her opening comments. He explained to the council how waste materials are transported and briefly discussed his professional responsibilities.

*Councilmember McKenna* inquired about employee qualifications.

*Ben Hall* described the qualifications as the highest he has seen, including a minimum of five years experience, a clean driving record, a knowledge of equipment and laws, and a commercial driver's license (CDL).

*Dean Volker, Senior Landfill Gas Operator, Solid Waste*, briefed the committee regarding operations of the Cedar Hills disposal facility. He explained how Cedar Hills is responsible for the refuse of King County, burying that refuse, and for controlling its byproducts to keep the environment secure. Mr. Volker further noted the dedication of the operators at the facility and explained how operators monitor soil, water, gas and runoff. He observed that the job is a very hard task.

*Councilmember Pullen* asked what happens to the natural gas. Is it burned off? Sold?  
*Dean Volker* answered that it is incinerated.

*Councilmember Pullen* inquired about rumors of privatizing or shutting down Cedar Hills.  
*Dean Volker* stated that he was opposed to such an effort.

*Councilmember Pelz* commented that citizens often do not understand why taxes have risen faster than the rate of inflation. He continued by noting that the cost to dispose of waste has increased because the amount of waste has increased and new environmental regulations are in place, resulting in a more complex operation.

*Anthony Murrietta* responded to Councilmember Pullen's comment about privatizing Cedar Hills and noted that the Council Chair had indicated that it was only rumor. He then responded to Councilmember Pelz and agreed that costs have increased, but that it would cost more to ship waste out of the region by railcar. Mr. Murrietta noted that there is some uncertainty about the closure date for Cedar Hills, but that it may fill up by 2010-2012. He pointed out that once the land fill is full that the collection of gas may provide a new source of energy in the form of methane gas.

*Chair Sullivan* thanked Mr. Murrietta for contacting her office directly to clarify the rumors of closing Cedar Hills.

*Anthony Murrietta* responded by thanking Chair Sullivan for an immediate response.

*Councilmember Lambert* indicated that she toured the landfill facility and commented on how impressed she was with the procedures and cleanliness of the landfill.

*Geraldine Cole, Planning and Communications Manager, Solid Waste Planning and Communication Section* provided an overview of solid waste facilities and services. She cited recent survey data, noting the service population and the frequency they are served. She further noted that customers have consistently expressed satisfaction with the quality of service and the reasonable prices. She explained that employees were dedicated to protecting public health and the environment, and to reducing the amount of waste through recycling programs. She listed numerous responsibilities and duties performed by the division in addition to garbage. She cited examples of how the division works in the best interest of the public and the ratepayers.

*Steve Williamson* expressed his appreciation of how workers are working across union lines to provide a quality service.

*Chair Sullivan* thanked Geraldine Cole.

### **Good Jobs for a Strong Community: Public Policy and Public Action**

*Steve Williamson, Executive Secretary, King County Labor Council, AFL-CIO*, introduced the next panel. He noted that these panelists did not represent county workers, but that the councilmembers and executive, as public leaders, possessed the ability to have a positive influence on the labor relations issues faced by these groups.

Laidlaw School Bus Drivers Teamsters Local 763

*Robert Augustine, Laidlaw School Bus Driver*, briefed the committee regarding Laidlaw contracts and the Seattle School Board's recent decision to use another vendor. Mr. Augustine explained that this decision by the school board put hundreds of union employees out of work. He noted the low pay and low benefits earned by school bus drivers. With respect to the school district's decision to go with a non-union vendor, he observed that least-cost bidding does not equate to value for the community. He explained that drivers employed with the new vendor had much less experience than union drivers.

*Ron Zier, Laidlaw School Bus Driver*, added that he was disappointed with how the Seattle School District came to and implemented this decision, noting that the process included little, if any, public input.

*Steve Williamson* spoke regarding the importance of worker retention provisions in contracting, and how experience falls off and problems occur when such provisions are absent.

*Councilmember Gossett* noted that he was aware of the issue and contacted the Seattle School Board when the issue came up. He recalled that school board members felt that they had to choose the lowest bid, but he acknowledged the need for maintenance of wages provisions.

*Steve Williamson* agreed with Mr. Gossett's call for maintenance of wages, and reiterated the need for retention provisions.

Seattle Football Stadium Food Service Workers, Hotel Employees and Restaurant Employees (HERE)

*Samuel Taylor, Bartender, Seattle Exhibition Center (will soon move into the Seattle Football Stadium)* briefed the committee regarding the duties and wages of a bartender. Mr. Taylor indicated that his workforce is in the process of unionizing to provide stability. He thanked the Mayor, members of the Seattle City Council and King County Council, and other elected officials who supported their efforts to unionize.

*Steve Williamson* observed that a phone call or signature on a letter by a public official can have significant influence towards resolving a labor conflict or stalled negotiations. He thanked Mr. Taylor for sharing his story and members of the community for their involvement.

Harborview Medical Center Health Care Workers, SEIU District 1199 NW

*Gail Bonicalsi, Social Worker, Emergency Department and Crisis Triage Unit*, briefed the committee regarding the duties and procedures of an emergency room worker, including: providing support and information to victims, family and friends; evaluations; interventions; detoxification; shelter referrals; and transportation. She noted the demanding nature of the work. She explained that the union is currently in negotiations with the University of Washington and Harborview management. She thanked councilmembers for signing a letter demonstrating their support for the union.

*Kathy Chokes, Nurse, Crisis Triage Unit*, opened her comments by thanking councilmembers for signing a letter demonstrating their support for the union. She described the services provided by her unit. She noted that she and her colleagues were passionate about their work. She further expressed frustration towards the inability to discuss union issues in the hospital.

*Steve Williamson* asked for an example of how management has tried to limit union activity. *Kathy Chokes* explained that management requires workers to procure permission before discussing union issues with workers outside of her own unit. She also noted that management has attempted to require special permission for the use of meeting rooms.

*Kathy Miller, Nurse, Outreach and Rehab Clinic*, briefed the committee regarding staffing issues and the cost of insurance. She noted the existence of the healthcare crisis and that the number of people with insurance is declining, but that Harborview will provide care for those without insurance. She explained that Harborview's mission is to serve the public and that the hospital often finds itself at 110% of capacity and short of staff. She further explained the need for a contract proposal to retain staff and to improve recruitment in an effort to maintain safe staffing levels. She described the need to protect staff from work place violence. She closed her comments by thanking the councilmembers for their support and requesting their continued support.

*Steve Williamson* inquired as to what kind of support would be appropriate.

*Kathy Miller* responded that Harborview management needed to continue to hear from community leaders about the importance of keeping the hospital fully staffed and improving communication with Harborview managers and the Harborview Board of Trustees.

*Steve Williamson* noted that Harborview is owned by King County, but that the management functions were contracted out to the University of Washington.

*Kathy Miller* explained that the Harborview ownership/management structure is a complex situation. She noted that, while it is owned by King County and managed by the University of Washington, it is a community resource and that developing resolutions to problems should be a group effort.

*Chair Sullivan* acknowledged that Harborview is a unique situation. She then announced that she has scheduled a briefing in the Committee of the Whole on June 10<sup>th</sup> to discuss labor and management issues.

*Councilmember Pelz* commented that bargaining can be difficult, but that it is sometimes less difficult for unions to bargain during times of a labor shortage. He recalled the labor shortage in the nursing industry, and asked why Harborview was not operating in its own interest and was not making a competitive offer.

*Kathy Miller* indicated that she could not speak for the hospital, but that the union could not identify why the hospital was acting in a non-competitive manner. She explained that this adversarial approach by Harborview and UW has become a pattern.

*Cathy Kaufman, Organizer Working at Harborview Medical Center with Social Workers, Nurse Practitioners, PA's and Nurses* responded to Mr. Pelz's question by noting that Harborview has indicated the need to save money. She further explained that Harborview was experiencing a serious nursing crisis and the need to put funding into recruiting and retaining qualified nursing staff.

*Councilmember Pelz* inquired as to why Harborview management wasn't addressing this issue.

*Cathy Kaufman* explained that the nurses and the union want to work with management, but that management also needs to hear from the community as to why they are not addressing the nursing shortage.

*Steve Williamson* asked if traveling nurses were more costly than regular employees.

*Cathy Kaufman* responded in the affirmative.

*Steve Williamson* observed that these were the critical issues and thanked the panel.

*John Littel, Seattle Building and Construction Trades Council*, thanked the council for establishing the process for using project labor agreements on the Harborview project and for establishing the overall labor policy that will allow the consideration of project labor agreements for future projects. He noted that project labor agreements are an effective tool and result in a good use of tax dollars. Mr. Littel expressed that the Trades Council was looking forward to working with the council.

*Steve Williamson* commented on the benefits of apprenticeship utilization components of project labor agreements and how this tool provides opportunities for people of color and women. He reiterated the earlier comments of Dustin Frederick asking the councilmembers to honor the unions' wishes and consider reducing services and not reducing the standards of contracts. He asked councilmembers to educate their constituents on the issues discussed today. He concluded his remarks by thanking the councilmembers for their support and noting that the county is facing a revenue crisis.

*Chair Sullivan* thanked everyone for attending. She noted the challenges that will be faced in the next five months and the necessity to continue discussions to devise strategies and solutions.

*Councilmember Philips* thanked Chair Sullivan and Steve Williamson, and commented on how the Labor Summit is helpful to councilmembers and employees. He noted the need to retain vital public services for the public.

*Chair Sullivan* thanked participants again.

Chair Sullivan adjourned the meeting at 11:45 a.m.