



Community Workforce Agreement History & Policy Review

City of Tacoma | Council Member Olgy Diaz

Economic Development Committee
February 10, 2026
ITEM #1



1

Background



- A Priority Hire Ordinance requires construction projects at a certain threshold to have a percentage of project hours performed by workers living in economically distressed areas.
- In addition, City projects will have apprentice utilization requirements and other goals.

2

2



Background

A Community Workforce Agreement:

- Is a pre-hire collective bargaining agreement with one or more labor unions that establishes the terms and conditions of employment for a specific construction project.
- Are used on both public and private projects.
- Typically require that employees hired for the project are referred through union hiring halls, that nonunion workers pay union dues for the length of the project, and that the contractor follow union rules on pensions, work conditions and dispute resolution

3

3



Background

- In 2018, Resolution 40124 directed the City Manager to prepare a draft Priority Hire Ordinance (PHO) and Community workforce Agreement (CWA) and to convene a CWA Task Force (later named the Tacoma Community Workforce Advisory Committee).
- The Committee recommendation was, rather than pursue a CWA, to strengthen City policies on WMBE and priority hire goals by ordinance.
- A minority report said the perspective that the Task Force was unbalanced and downplayed the need to help local residents into meaningful careers in the construction industry.

4

4



Issues

- Community Workforce Advisory Committee members who contributed to the minority report say that, after 7 years, priority hire and apprenticeship goals are still not achieved and there is a need for further policy action to ensure workforce development and economic opportunity to those residents who need it the most in our community.
- On February 11, 2025, the Economic Development Committee hosted a Labor Roundtable Discussion on Worker Safety and Wage Theft and presenters shared examples of wage theft occurring within the City of Tacoma, and recommended consideration of a Community Workforce Agreement as a tool to address the issue.

5

5



Policy Review

- Community & Economic Development will present to EDC on February 24, 2026, on implementation and outcomes of the 2019 Tacoma Community Workforce Advisory Committee report recommendations.
- Reviewing other municipal legislation:
 - City of Seattle legislation (passed in 2015)
 - King county (passed in 2018)
 - City of Spokane (passed in 2025)
 - Sound Transit
 - Seattle School District
- Financial analysis and funding options.

6

6



Outreach Plan

Stakeholder & round table meetings:

- Policy makers in jurisdictions with active PHOs and CWAs
- Union & non-union contractors, Women and Minority Business Enterprises (WMBEs), apprenticeship groups
- Workers and labor organizations
- 2018-2019 Tacoma Community Workforce Advisory Committee members

7

7



Health, Equity, & Sustainability Analysis

Policy discussions will center three main goals:

- Advancing social equity, workforce diversity, and the development of skilled local workers for construction careers
- Systemize apprentice utilization requirements to lead to increased on-the-job training placements for construction apprentices, and a growing and diversified pool of labor in Washington
- Understanding impacts on Women and Minority Business Enterprises (WMBEs) & potential strategies to mitigate impacts and advance equity in contracting goals

8

8

Next Steps



February 24, 2026	2019 Tacoma Community Workforce Advisory Committee report recommendations update at EDC
Q1 and Q2 2026	Outreach & policy review
Q2 or Q3 2026	CM Diaz report back to EDC



CITY OF
Tacoma