

Committee on Labor and Civil Service
June 10, 2021

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COUNCIL OF THE CITY OF PHILADELPHIA
COMMITTEE ON LABOR AND CIVIL SERVICE

Via Microsoft Teams
Philadelphia, Pennsylvania
Thursday, June 10, 2021
1:14 p.m.

PRESENT:

COUNCILWOMAN CHERELLE L. PARKER, CHAIR
COUNCILMAN ALLAN DOMB
COUNCILWOMAN KATHERINE GILMORE RICHARDSON
COUNCILMAN DEREK S. GREEN
COUNCILMAN BRIAN J. O'NEILL
COUNCILWOMAN MARIA D. QUINONES-SANCHEZ

BILLS 210443 and 210500

- - -

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1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 COUNCILWOMAN PARKER: Thank you
3 so very much.

4 I understand that state law
5 currently requires that the following 00:04:07
6 announcement be made at the beginning of
7 every remote public hearing as follows:

8 Due to the current public
9 health emergency, City Council committees
10 are currently meeting remotely. We are 00:04:21
11 using Microsoft Teams to make these
12 remote hearings possible. Instructions
13 for how the public may view and offer
14 public testimony at public hearings of
15 Council committees are included in the 00:04:34
16 public hearing notices that are published
17 in the Daily News, Inquirer, and Legal
18 Intelligencer prior to hearings, and can
19 be found on Council's website at
20 PHLCouncil.com. 00:04:48

21 I now note that the hour has
22 come. Rachel, will you please call the
23 roll to take attendance. Members that
24 are in attendance will please indicate
25 that you are present when your name is 00:04:59

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1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 called. Also, please say a few brief
3 words when responding so that your image
4 will be displayed on the screen when you
5 speak.

00:05:09

6 THE CLERK: Vice Chair Brian
7 O'Neill.

8 COUNCILMAN O'NEILL: I'm
9 present. Good afternoon.

10 THE CLERK: Councilmember Allan 00:05:16
11 Domb.

12 COUNCILMAN DOMB: Good
13 afternoon, Madam Chair and colleagues.
14 Present.

15 THE CLERK: Councilmember Derek 00:05:24
16 Green.

17 (No response.)

18 THE CLERK: Councilmember
19 Katherine Gilmore Richardson.

20 COUNCILWOMAN RICHARDSON: 00:05:36
21 Present.

22 THE CLERK: Councilmember Maria
23 Quinones-Sanchez.

24 COUNCILWOMAN SANCHEZ: Present.

25 THE CLERK: And I believe that 00:05:44

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1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 is all who is in attendance.

3 Councilmember Derek Green, are
4 you there?

5 (No response.) 00:06:03

6 THE CLERK: We still have a
7 quorum, so we should be fine.

8 COUNCILWOMAN PARKER: Okay.
9 Thank you, Rachel. Thank you.

10 A quorum of the Committee is 00:06:10
11 present and this hearing is now called to
12 order. This is the public hearing of the
13 Committee on Labor and Civil Service on
14 Bill Nos. 210443 and 210500.

15 Rachel, will you please read 00:06:24
16 the titles of the bills.

17 THE CLERK: 210443, an
18 ordinance amending Chapter 9 of The
19 Philadelphia Code, entitled "Regulation
20 of Businesses, Trades and Professions," 00:06:34
21 by adding a new chapter related to hiring
22 entities providing covered individuals
23 with a workforce and career pathways
24 information sheet; all under certain
25 terms and conditions. 00:06:50

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 210500, an ordinance amending
3 Section 13-101 of The Philadelphia Code,
4 entitled "Fixing and Regulating Rates and
5 Charges," to extend the prevailing wage 00:06:58
6 provisions of the Code that apply in
7 connection with the receipt of charity
8 water rates and make technical changes,
9 all under certain terms and conditions.

10 COUNCILWOMAN PARKER: Before we 00:07:12
11 begin to hear testimony from the
12 witnesses we have for today, everyone who
13 has been invited to the meeting to
14 testify should be aware that this public
15 hearing is being recorded. Because the 00:07:22
16 hearing is public, participants and
17 viewers have no reasonable expectation of
18 privacy. By continuing to be in the
19 meeting, you are consenting to being
20 recorded. 00:07:34

21 Additionally, prior to
22 recognizing members for their questions
23 or comments that they have for witnesses,
24 I will note for the record at this time
25 that we will use the Chat feature 00:07:44

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 available in Microsoft Teams to allow
3 members to signify that they wish to be
4 recognized. In order to comply with the
5 Sunshine Act, the Chat feature must only 00:07:54
6 be used for this purpose.

7 Now, before I ask Rachel to
8 call the first panel for Bill No. 210500,
9 I would like to make just some very brief
10 comments. 00:08:09

11 I want to say to Mayor Kenney
12 and the Kenney Administration,
13 particularly Deputy Mayor Lazer -- I
14 think Kevin Fuller from SEIU 32BJ is here
15 to testify on this bill -- I know we 00:08:23
16 thought that we addressed this issue
17 relative to paying prevailing wage
18 provisions of the code in connection with
19 those institutions that receive our
20 charity water rates, and I thought we did 00:08:37
21 this when we passed the legislation that
22 we worked very closely with the
23 Administration, along with SEIU 32BJ, but
24 institutions always seem to find a way
25 around legislative initiatives that we 00:08:57

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1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 are proffering. And to those who have
3 been acting accordingly, I thank you so
4 very much for that, and we will hear in
5 more detail about the specifics of this 00:09:12
6 issue during testimony.

7 With that being said, Rachel,
8 will you please call the first panel we
9 have to testify this afternoon on Bill
10 No. 210500. 00:09:23

11 COUNCILMAN GREEN: Madam Chair,
12 I just wanted to let the Committee know
13 that I am present.

14 COUNCILWOMAN PARKER: Thank
15 you. 00:09:30

16 Let the record reflect that
17 Labor and Civil Service Committee member
18 Councilmember Green is present.

19 Thank you so very much,
20 Councilmember Green. 00:09:38

21 COUNCILMAN GREEN: Thank you.

22 THE CLERK: The first panel is
23 Rich Lazer and Kevin Fuller.

24 COUNCILWOMAN PARKER: Thank
25 you. 00:09:45

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1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 Mr. Lazer, can you please state
3 your name for the record and proceed with
4 your testimony.

5 DEPUTY MAYOR LAZER: Yes. Good 00:09:51
6 afternoon, Chair Parker and members of
7 the Committee. My name is Rich Lazer.
8 I'm Deputy Mayor for Labor, and I appear
9 before you to testify in support of Bill
10 No. 210500. 00:09:59

11 I do apologize. I'm having
12 technical issues with my camera, so I
13 apologize for my camera being off.

14 Bill No. 210500 extends the
15 prevailing wage provisions that apply in 00:10:10
16 connection with the receipt of the
17 charity water rates. This bill allows a
18 court of competent jurisdiction, in
19 addition to the Labor Standards Unit, to
20 make a determination and order an alleged 00:10:21
21 violation of the prevailing wage laws.
22 Lastly, this bill expands the remedies
23 that shall be ordered for such
24 violations.

25 The Administration supports 00:10:30

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1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 this bill and the Department of Labor is
3 prepared to enforce it. I'd like to
4 thank the Chair for introducing this
5 bill, and I look forward to answering any 00:10:38
6 questions that any members have at this
7 time.

8 COUNCILWOMAN PARKER: Thank
9 you, Mr. Lazer, Deputy Mayor Lazer, for
10 your testimony. 00:10:47

11 Mr. Fuller, are you connected?

12 MR. FULLER: Yes. Can you hear
13 me?

14 COUNCILWOMAN PARKER: Yes, we
15 can hear you now. Please state your name 00:10:54
16 for the record and proceed with your
17 testimony.

18 MR. FULLER: Hi. Good
19 afternoon, Chair Parker and rest of the
20 Committee. My name is Kevin Fuller with 00:11:02
21 SEIU 32BJ and I am here to speak on Bill
22 No. 210500.

23 This bill, along with
24 amendments, would ensure that the
25 improvements Council is seeking to enact 00:11:12

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 with respect to the prevailing wage
3 ordinance apply equally to those who take
4 City money in the form of a water rate
5 discount, also known as the charity water 00:11:20
6 rate. This bill is actually a follow-up
7 piece of legislation of Bill No. 190911,
8 which was introduced by Councilwoman
9 Parker in 2019 and which, like Bill No.
10 210500, was supported by the 00:11:31
11 Administration.

12 SEIU 32BJ security workers who
13 work for Allied Universal at Temple
14 University and Temple Hospital of
15 Philadelphia are in support of this 00:11:40
16 legislation. During the pandemic, these
17 Black security officers have been on the
18 front lines. Every day these 32BJ
19 members watch out for the students,
20 patients, staff, faculty, and property of 00:11:48
21 Temple. They risk their health,
22 families' health, and sometimes lives.

23 Eight years ago, SEIU 32BJ
24 organized with security officers because
25 they were tired of being treated 00:11:59

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 unfairly. Back then, they made little
3 more than minimum wage, and most had no
4 health insurance. Since joining the
5 union, wages have gone up on average \$5 00:12:06
6 per hour, and they now have good union
7 health insurance.

8 In 2019, SEIU 32BJ filed a
9 complaint with the City demanding that
10 the City enforce the prevailing wage for 00:12:17
11 security officers, something that has
12 been mandated by City ordinance since
13 2016. Temple has received millions of
14 dollars in subsidies from the City of
15 Philadelphia. Penn, Drexel, and CCP have 00:12:25
16 all taken the water rate discount, and
17 they eventually agreed to honor the
18 prevailing wage. However, Temple has
19 decided not to honor the prevailing wage,
20 despite saving themselves millions of 00:12:34
21 dollars over the last several years via
22 the water rate discount. How can a
23 publicly funded university in a Black
24 neighborhood treat Black workers who keep
25 their campuses safe this way? 00:12:43

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 SEIU 32BJ, along with the
3 security officers who work for Allied
4 Universal at Temple University and Temple
5 Hospital, support this legislation, which 00:12:52
6 will ensure that the prevailing wage
7 ordinance improvements apply equally to
8 institutions who take the water rate
9 discount as a City subsidy.

10 Thank you. 00:13:00

11 COUNCILWOMAN PARKER: Thank you
12 so very much for your testimony.

13 Quick question for you, Kevin.
14 Can you say the names of those
15 institutions? I only got two that you 00:13:10
16 said were complying with the legislation
17 as it relates to paying prevailing wage
18 if they get the charity water rate. Is
19 that CCP and Penn? But you said another
20 one. 00:13:23

21 MR. FULLER: Oh, Drexel as
22 well.

23 COUNCILWOMAN PARKER: Oh, it
24 was Drexel, okay. All right. I just
25 wanted to make sure I had the correct 00:13:27

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 names.

3 The Chair is going to recognize

4 Councilmember Maria Quinones-Sanchez, who

5 has worked very hard on this issue. 00:13:34

6 Councilmember Sanchez.

7 COUNCILWOMAN SANCHEZ: Thank

8 you. Thank you, Madam Chair. I just

9 want to go back to where you started

10 around we've made so much progress over 00:13:46

11 the last decade, and the fact that we got

12 to keep coming back and tying up these

13 loose ends is quite frustrating.

14 So I had a question for Deputy

15 Mayor Rich Lazer now that his office is 00:13:57

16 more formalized and we're moving forward

17 around the enforcement to some of these

18 issues. Can you give us an update on the

19 status of the committee that provides

20 exemptions and if there's any update 00:14:10

21 around how many institutions are still

22 coming in and asking for exemptions to

23 this policy?

24 DEPUTY MAYOR LAZER: Yeah. So

25 we have not had any exemptions in the 00:14:23

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 last few years. We did work with some
3 institutions. So we had some
4 institutions that chose not to take the
5 discount anymore because they weren't 00:14:33
6 going to be able to move up or they chose
7 not to move up to the rate that we set.

8 So those rates were removed from those
9 institutions. Some, as Mr. Fuller talked
10 about, have moved their wages to the 00:14:46

11 proper wage that we have set. And then
12 the one that we have brought up with
13 Temple, we had issued a violation on that
14 and we have -- the City has removed the
15 water discount from Temple. We have not 00:15:00
16 had any waivers issued, Councilwoman.

17 COUNCILWOMAN SANCHEZ: In
18 addition to this particular benefit --
19 and I can't recall. What is the
20 committee where folks could come in and 00:15:15
21 ask for an exemption not only from this
22 provision but others? Does that
23 committee still exist?

24 DEPUTY MAYOR LAZER: Yeah. So
25 it's the 21st Century Waiver Committee, 00:15:24

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2 which businesses would come to that do
3 business with the City, would ask for
4 waivers to the 21st century wage law that
5 will be going up to 14.25 July 1, but 00:15:34
6 those have really dropped to almost no
7 waivers really. And any that do come are
8 usually a non-profit organization, and we
9 always -- the committee has many
10 different members on it through business 00:15:48
11 and labor, and we've been very successful
12 at pushing wages up. We may not hit what
13 the wage is, but we always have an
14 increase in wages for the workforce. So
15 even those waivers, Councilmember, have 00:16:01
16 dropped significantly. We may get one or
17 two a year at this point, where we used
18 to get five-plus at certain hearings. So
19 they dropped.

20 COUNCILWOMAN SANCHEZ: That's 00:16:16
21 good to know. And if there's anything
22 that gets flagged in that process that
23 Council should be aware of, please submit
24 it to the Chair of this Committee and we
25 should be aware of it. But I appreciate 00:16:28

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2 the hard work around this, and
3 unfortunately we got to get to this
4 particular place. You would think at
5 this moment in time people would want to 00:16:37
6 comply given all of the conversations
7 that's going on, but I appreciate the
8 work of this Committee and the Chair to
9 close up any loose ends so that we can do
10 the enforcement, because ultimately the 00:16:49
11 enforcement is really what's going to get
12 us to compliance, and if folks think that
13 we're not doing that, then we'll have
14 these problems. So I appreciate
15 everyone's effort. 00:16:59

16 Thank you, Madam Chair.

17 COUNCILWOMAN PARKER: Thank
18 you, Councilmember Sanchez. And,
19 Councilmember Sanchez, I just wanted to
20 give you a hear, hear, because I don't 00:17:06
21 care what worker protection laws that we
22 have passed here in this body, if it was
23 your work with the domestic workers
24 legislation or any of the other Just
25 Cause legislation, any of the other 00:17:20

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 worker protection initiatives that we've
3 passed, enforcement is the key to all of
4 their success. So we want to say on the
5 record a special thank you to you too for 00:17:29
6 your work.

7 I don't see any other requests
8 for questions for this panel. With that
9 being said, is there anyone else here to
10 testify on this bill whose name has not 00:17:46
11 been called yet?

12 (No response.)

13 COUNCILWOMAN PARKER: Hearing
14 none, I want to thank you, Mr. Fuller,
15 and thank you, Deputy Mayor Lazer, for 00:17:56
16 your participation.

17 We're now going to move on to
18 Bill No. 210443. Before Rachel calls the
19 first panel, would Councilmember Gilmore
20 Richardson like to make any opening 00:18:09
21 comments?

22 COUNCILWOMAN RICHARDSON: Yes.
23 Thank you so much, Madam Chair, and good
24 afternoon, colleagues. For far too long,
25 Philadelphians have dealt with 00:18:20

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 generational poverty, and many of our
3 constituents feel unable to move out of
4 low-wage, low-skill positions without
5 expensive advanced degrees. The data on 00:18:29
6 our city's labor market over the last
7 40 years confirms this, significant
8 growth in high-skill, high-wage
9 occupations and low-wage, low-skill
10 occupations, with job losses in 00:18:41
11 middle-skill occupations.

12 In order to create more
13 family-sustaining and supporting career
14 opportunities for City residents, we need
15 to invest in building Philadelphia's 00:18:50
16 talent pipeline. This is an issue you've
17 all heard me speak about before. My
18 first bill in Council, while still very
19 traumatic, was to make it easier for
20 career and technical education graduates 00:19:03
21 to get jobs with the City of
22 Philadelphia, and with the recent
23 legislation that you introduced, Madam
24 Majority Leader, I know that we will move
25 in this direction. It is my hope to pass 00:19:14

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2 the legislation within a year regarding
3 the career and technical education
4 graduates.

5 I've also organized hearings on 00:19:25
6 our labor market indicators
7 post-COVID-19, the School District's
8 preparedness to help our young people get
9 jobs in growing industries such as life
10 sciences, clean energy, and advanced 00:19:35
11 manufacturing.

12 While the overall picture of
13 our labor economy may show a decline in
14 middle-skill jobs, when you dig deeper
15 into the high-demand occupations, there 00:19:46
16 are many that only require post-secondary
17 training or Associate degrees, such as
18 web developers, life sciences
19 technicians, paralegals, nursing
20 assistants, automotive technicians, HVAC 00:19:57
21 technicians, early childhood educators,
22 and more. Positions like these offer
23 higher wages and put workers on a path to
24 more advanced opportunities, and many
25 employers are struggling to hire for 00:20:11

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 these positions, creating significant
3 opportunity for us here in the City of
4 Philadelphia.

5 This need is even more crucial 00:20:19
6 as we work to build a new economy
7 post-COVID-19, one that is equitable,
8 climate resilient, and prepared for
9 future economic downturns.

10 One important tool to achieving 00:20:29
11 these goals is through an effective
12 communications strategy that reaches
13 people when they are most in need. Not
14 everyone gets information via social
15 media or is aware of the vast network of 00:20:39
16 incredible organizations and educational
17 institutions that provide workforce
18 development and skills training.

19 By providing resources directly
20 to workers at the moment of separation 00:20:50
21 and making it easily available to folks
22 in the gig economy, we can reach people
23 where they are and help them learn about
24 these opportunities without requiring
25 them to spend significant time 00:21:01

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2 researching the labor market.

3 The workforce sheet will be
4 created and maintained by the Department
5 of Labor, making it easy for businesses 00:21:08
6 to provide. This will also better
7 connect the Department of Labor and the
8 Workforce Development Unit, which will
9 break down silos in City government and
10 allow us to better serve workers and 00:21:19
11 business owners.

12 I want to thank everyone who
13 has reached out and all of those we have
14 had robust conversations with. We will
15 be providing amendments today after 00:21:28
16 meeting with the Department of Labor, and
17 I want to thank our Deputy Mayor Rich
18 Lazer and his team for all of their hard
19 work. We're also incorporating
20 amendments, technical amendments, from 00:21:40
21 the Law Department.

22 Additionally, we are offering
23 an amendment that makes it clear that
24 electronic distribution of the sheet once
25 formulated by Labor is acceptable. 00:21:50

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2 Lastly, I want to thank my
3 colleague Councilmember Domb for the
4 additional suggestion around the
5 dissemination of the sheet from our 00:21:57
6 perspective in City government, and I'm
7 happy to report that the Department of
8 Labor is willing to disseminate the
9 sheet.

10 And I also want to thank all of 00:22:05
11 those here today who are testifying on
12 this legislation. I thank you for being
13 here. I thank you for your hard work and
14 for your continued partnership, and I
15 want to especially thank you, Madam 00:22:16
16 Chair, Councilmember Parker, for working
17 with me and my office to get this hearing
18 scheduled today. I know how very busy we
19 are. So I'm looking forward to this
20 conversation. 00:22:27

21 Thank you so much.

22 COUNCILWOMAN PARKER: Thank you
23 so much, Councilmember Gilmore
24 Richardson. And just as a matter of
25 personal privilege, in one of my boxes I 00:22:34

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 see Patrick Clancy.

3 Hey, Pat Clancy.

4 Vice Chair Brian O'Neill,

5 Councilmember Gilmore Richardson, will 00:22:43

6 take over from me as I leave to attend

7 another meeting, but I was not going to

8 leave this hearing without thanking you

9 for your laser focus on career technical

10 education, workforce development, I mean, 00:22:55

11 everything that it takes to build the

12 pipeline and create access to opportunity

13 for Philadelphians to, quite frankly, do

14 what I call be put on a path to

15 self-sufficiency. So we want to thank 00:23:08

16 you so very much for all of your

17 leadership in that area.

18 With that being said, Rachel,

19 will you please call the first panel we

20 have to testify this afternoon on Bill 00:23:18

21 No. 210443.

22 THE CLERK: Yes. The first

23 panel is Rich Lazer, Zakiyyah Ali,

24 Heloise Jettison, and Michael Zaccagni.

25 COUNCILWOMAN PARKER: Thank 00:23:33

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2 you.

3 Deputy Mayor Lazer, please

4 state your name for the record and

5 proceed with your testimony. 00:23:37

6 DEPUTY MAYOR LAZER: Thank you.

7 Good afternoon, Chair Parker and members

8 of the Committee. Again, my name is Rich

9 Lazer. I'm Deputy Mayor for Labor for

10 the City. I appear before you today to 00:23:46

11 testify regarding Bill No. 210443.

12 This bill will create a new

13 chapter of The Philadelphia Code which

14 will require that covered individuals are

15 provided with the workforce and career 00:23:57

16 pathways information sheet, either when

17 they begin work, at the time of

18 separation from the employment, or within

19 30 days from separation of employment,

20 depending on the industry in question and 00:24:09

21 depending on the facts specific to each

22 individual person's separation from

23 employment.

24 The Administration supports

25 this bill and believes this bill will be 00:24:17

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2 helpful in ensuring that workers in
3 Philadelphia know how to access jobless
4 benefits and other career and technical
5 skills training if they become 00:24:24
6 unemployed.

7 We are supportive, and I would
8 like to thank Councilperson Gilmore
9 Richardson and her staff for working with
10 us and taking time to engage during the 00:24:32
11 drafting process.

12 I'm happy to answer any
13 questions that you may have at this time.

14 THE CLERK: Zakiyyah Ali.

15 MS. ALI: Good afternoon, 00:24:50
16 Council and Councilwoman Gilmore
17 Richardson as well as Chair Parker, if
18 she's still on. I'm here representing
19 the Commerce Department and the Office of
20 Workforce Department. 00:25:02

21 We do not have any specific
22 testimony to add other than we are
23 supportive of the bill and certainly want
24 Philadelphia residents and especially
25 workers to have all of the information 00:25:12

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2 they need to make informed career
3 decisions and life choices so that they
4 are able to connect to employment that
5 allows them to be self-sufficient in our 00:25:21
6 society.

7 So we're here in support, and
8 let us know if you have any questions.

9 THE CLERK: And do Heloise
10 Jettison and Michael Zaccagni have any 00:25:35
11 additional testimony?

12 MR. ZACCAGNI: I don't have any
13 prepared testimony. It's Michael
14 Zaccagni, Director of Human Resources.
15 But we are also supportive. We do not 00:25:48
16 see as being an employer in the City this
17 being a tremendous issue for us to deal
18 with. We think it's a good idea to
19 provide as much information. We do
20 provide some of this information 00:25:59
21 currently to employees as they separate,
22 especially for jobless benefits and
23 continuation of healthcare coverage. We
24 will have to look at some other employees
25 such as temporary workers, but we do not 00:26:10

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2 feel that this will be a burden on the
3 City of Philadelphia at least to prepare.
4 There will be some challenges here and
5 there, but we expect to be able to deal 00:26:19
6 with those challenges.

7 And, again, we want to thank
8 you, because, again, as Zakiyyah said, we
9 are supportive of this. We're supportive
10 of making sure that we can do everything 00:26:28
11 we can, especially for employees who
12 leave for various reasons, that they have
13 as much information as possible as
14 they're moving into the job market.

15 Thank you. 00:26:40

16 COUNCILMAN O'NEILL: This is
17 Brian O'Neill. Is our Majority Leader
18 still on? I know she was leaving.

19 THE CLERK: No, I don't believe
20 she is. 00:26:53

21 COUNCILMAN O'NEILL: Okay. Are
22 there any questions or comments from
23 members of the Committee?

24 (No response.)

25 COUNCILMAN O'NEILL: Hearing 00:27:00

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2 none, Rachel, will you --

3 COUNCILWOMAN RICHARDSON:

4 Mr. Chair?

5 COUNCILMAN O'NEILL: Yes. I'm 00:27:04

6 sorry.

7 COUNCILWOMAN RICHARDSON:

8 Apologies. I'm sorry. I was unable to

9 get the information in the Chat fast

10 enough. But I just wanted to for the 00:27:09

11 record thank our Deputy Mayor Rich Lazer

12 and his entire team.

13 I wanted to, if possible,

14 Deputy Mayor Lazer, if you could put on

15 the record around the regulation process 00:27:19

16 and the information that will be on the

17 sheet and how it will be disseminated,

18 for the record.

19 DEPUTY MAYOR LAZER: Yep. I

20 appreciate that, Councilmember. We'll 00:27:31

21 work with your office and other members

22 to go through how to best disseminate

23 this information. I know we talked prior

24 to the hearing about maybe using the

25 business privilege license list to get it 00:27:42

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 out to all employers, this information.

3 We could do it through various

4 stakeholders that we work through. We

5 will do it through our own office, as 00:27:51

6 Mike Zaccagni had said. I think we'll

7 work on -- I mean, Philadelphia Works, I

8 know Pat Clancy is on here, and he's one

9 of our best assets in government. So

10 we'll work with Philadelphia Works, 00:28:01

11 because they do a lot of this. So we

12 will work with them as well to put the

13 most pertinent information, because

14 information is power, and I think the

15 more information that we provide to 00:28:09

16 workers when they leave their current

17 employment is important so that they can

18 either continue their training in a

19 different skill or look for other

20 opportunities out there and make sure 00:28:20

21 that they're getting the benefit that

22 they need to continue to be successful.

23 So I think it will be a team

24 effort with yourself and other members,

25 but we can do the things that we spoke 00:28:29

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1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.
2 about and get this information out to the
3 workforce.

4 COUNCILWOMAN RICHARDSON:

5 Excellent. 00:28:36

6 And then also I had a question
7 for Mr. Zaccagni.

8 MR ZACCAGNI: Yes,
9 Councilwoman.

10 COUNCILWOMAN RICHARDSON: Yes. 00:28:45

11 So I just wanted to for the record notate
12 that the City will also be complying with
13 the auspices of this legislation?

14 MR. ZACCAGNI: Yes, certainly.

15 COUNCILWOMAN RICHARDSON: Thank 00:28:57
16 you very much, and thank you so much to
17 Zakiyyah Ali, our resident workforce
18 development expert. We truly appreciate
19 all the work that you do with us on a
20 daily basis. 00:29:07

21 Thank you so much, Mr. Chair.

22 COUNCILMAN O'NEILL: Rachel,
23 will you please call the second panel we
24 have to testify this afternoon on Bill
25 No. 210443. 00:29:17

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1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 THE CLERK: Yes. The second
3 panel is Patrick Clancy, Latoya Edmond,
4 and Shona Murphy, who is reading the
5 testimony of Teresa Collins. 00:29:31

6 Patrick Clancy, if you're
7 ready, you can --

8 MS. CLANCY: Yes. Great.
9 Thank you. Good afternoon, Council
10 Chairperson, and also thank you again to 00:29:56
11 Councilwoman Gilmore Richardson for the
12 invitation to speak today. I am Patrick
13 Clancy, President and CEO of Philadelphia
14 Works. We are the City's workforce
15 development board in charge of helping 00:30:06
16 individuals transition into employment
17 when they are either separated from work,
18 coming back from incarceration, on public
19 assistance, or just making transitions in
20 general. And as the head of the 00:30:18
21 workforce board, we find this amendment a
22 great opportunity to educate both
23 jobseekers and businesses about all the
24 opportunities for individuals in the
25 City. 00:30:31

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 We believe, as Deputy Mayor
3 Lazer mentioned earlier, that the power
4 of information is critical. I think we
5 also understand that the anxiety that is 00:30:39
6 faced with individuals that are making
7 transitions. So as much information as
8 they can get as soon as possible will
9 enable them to mitigate long-term --
10 hopefully long-term unemployment. 00:30:51

11 So we are in full support of
12 the amendment. We realize that our
13 system, which serves about 50,000 people
14 a year, could do a little bit more. We
15 are looking forward to our continued 00:31:02
16 partnership with the Council and
17 specifically with Councilwoman Gilmore
18 Richardson as we go forward.

19 Thank you for this opportunity
20 to testify. 00:31:12

21 THE CLERK: Latoya.

22 MS. EDMOND: Yes. Good
23 afternoon, everyone. Good afternoon,
24 Councilwoman Gilmore Richardson and the
25 rest of the Committee. My name is Latoya 00:31:29

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 Edmond, Vice President of Workforce

3 Development and Economic Innovation at

4 Philadelphia OIC. I appear before you

5 today in support of the workforce and 00:31:38

6 career pathways Bill No. 210443.

7 Philadelphia OIC is a

8 non-profit workforce development agency

9 founded at the height of the civil rights

10 movement with one mission in mind, which 00:31:51

11 is to eradicate poverty through education

12 and employment.

13 Reflecting on the past year, we

14 can all attest that the ravages of the

15 global pandemic taught us that life was 00:32:00

16 unpredictable. Many companies were faced

17 with the tough decision of furloughing

18 and laying off dedicated workers, and

19 according to Highland Solutions, nearly

20 two-thirds of Americans, or 63 percent, 00:32:11

21 are living paycheck to paycheck. That

22 means all employees of the State of

23 Pennsylvania who are considered "at

24 will," unless they have a contract, at

25 any moment can be unemployed. 00:32:21

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 According to the UN Labor
3 Organization, 225 million jobs were lost
4 worldwide in 2020. Many industries had
5 to shut down, and scores of people that 00:32:31
6 relied on their paychecks were displaced.

7 Making it a requirement for
8 employers to provide a workforce and
9 career pathways information sheet upon
10 hire or at the point of job separation 00:32:42
11 from a company is not only vital but the
12 right thing to do. It would directly
13 connect people to workforce development
14 providers such as Philadelphia OIC at a
15 time when support and resources are 00:32:53
16 needed the most.

17 The emotional toll of being
18 separated from your employer can be
19 debilitating. The workforce and careers
20 pathways bill will empower people to help 00:33:01
21 people help themselves by connecting them
22 to organizations that help them acclimate
23 back into the labor force.

24 This bill is also important
25 because 36 percent of the U.S. labor 00:33:11

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 force participates in the gig economy to
3 make ends meet. Providing the workforce
4 careers and pathway sheet to gig workers
5 at the inception of employment is a great 00:33:21
6 resource, because the industry they serve
7 is unpredictable.

8 As the provider of one of the
9 oldest tuition-free workforce development
10 programs in the City of Philadelphia, 00:33:30
11 Philadelphia OIC is acutely aware of the
12 challenges that members of the population
13 that we serve are challenged with. We
14 are in the business of working with
15 disadvantaged people that are faced with 00:33:40
16 obstacles and making them whole.

17 We align with employers and
18 workforce partners to remove any barriers
19 that will impede the progression of
20 employment. There are many people that 00:33:51
21 are separated from work that can benefit
22 from these resources, and we are
23 extremely excited to be here today before
24 you to support Bill 210443.

25 Thank you for your time and 00:34:03

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1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 allowing our testimony.

3 THE CLERK: Shona.

4 MS. MURPHY: Hello, City

5 Councilwoman, Committee on Labor and 00:34:19

6 Civil Service. My name is Shona Murphy.

7 I'm the Director at District 1199C for

8 our Education and Health program. I am

9 reading the testimony on behalf of our

10 Executive Director, Teresa Collins, who 00:34:32

11 is ill and couldn't be with us today.

12 My name is Teresa Collins and I

13 am the Executive Director of District

14 1199C Training and Upgrading Fund. It is

15 an honor to provide testimony in support 00:34:42

16 of amended Chapter 9 of The Philadelphia

17 Code, entitled "Regulation of Businesses,

18 Trades and Professions." In this

19 testimony, allow me to offer brief

20 history of our Training Fund, of our 00:34:53

21 services we provide, and to explain why

22 this legislation to provide individuals

23 with a workforce and career pathway

24 information sheet is vital.

25 Our history: District 1199C 00:35:04

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 Training and Upgrade Fund was created in
3 1974 by collective bargaining agreements
4 between District 1199C of the National
5 Union of Hospital and Healthcare

00:35:12

6 Employees, NUHHCE, and 11 Philadelphia
7 hospitals. Our fund has grown to include
8 more than 50 acute care hospitals,

9 long-term care, behavioral health

10 facilities, and home care agencies. A

00:35:24

11 uniquely designed labor-management

12 partnership, the Training Fund broke new

13 ground at its founding with a commitment

14 to serve both union members and community

15 members, a commitment we have honored and

00:35:36

16 grown over the past four decades, serving

17 more than 100,000 Delaware Valley

18 students.

19 Today the Training Fund serves

20 over 4,000 students annually at the

00:35:45

21 35,000 square foot Breslin Learning

22 Center in Center City Philadelphia.

23 At the core of this commitment

24 is the belief that we must provide or

25 create clearly articulated career

00:35:55

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 pathways which lead to jobs that provide
3 family-sustaining wages for all of our
4 students if they are to ultimately
5 succeed.

00:36:04

6 In 2014, President Barack Obama
7 signed into law the bipartisan Workforce
8 Innovation and Opportunity Act, WIOA. We
9 called for, among other things, the
10 establishment of career pathways systems
11 that make it easier for all Americans to
12 attain the skills and credentials needed
13 for family-supporting jobs and careers.

00:36:18

14 A career pathway is a detailed
15 map of a successful professional
16 development journey that aligns
17 education, skills development, and
18 experience in high-demand industries. We
19 at the Training Fund believe this is one
20 of the most promising workforce
21 development strategies to help youth and
22 adults acquire marketable skills,
23 industry-recognized credentials, and
24 critical experiences. The Training Fund
25 offers several career pathway areas -

00:36:29

00:36:40

00:36:51

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 nursing, allied health, early childhood
3 education, occupational safety, and
4 behavioral health and human services.

5 Our support: Knowledge is 00:37:00

6 power, and nowhere is that truer than in
7 workforce development. Students have a

8 plethora of questions and a paucity of
9 answers. For many years, my staff and I

10 have witnessed what happens with students 00:37:13

11 who have the desire and passion but

12 inadequate knowledge about a career

13 pathway in the field of their interest.

14 They become locked on a hamster wheel of

15 poor-quality jobs, working so many hours 00:37:24

16 a week that education for improvement

17 becomes an impossibility. That is why a

18 career pathway is critical.

19 The District 1199C Training and

20 Upgrading Fund wholeheartedly supports 00:37:35

21 this Committee's effort to bring viable

22 career pathway information to all City

23 residents. This is information that is

24 not easily attainable for students. A

25 career pathway information sheet, as 00:37:46

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 proposed by this legislation, would put
3 critical professional development
4 information in the hands of every worker.

5 Bill 210443 will assist workers 00:37:55
6 by providing a specific career pathway
7 map of the competencies and credentials
8 that are needed for the high-demand
9 careers at their current employer.

10 Workers will know what is required to 00:38:06
11 grow professionally and to achieve and
12 maintain economic prosperity.

13 However, employers will also
14 benefit. They will be able to remain
15 competitive as their workforce becomes 00:38:16
16 more skilled and capable.

17 Again, District 1199C Training
18 and Upgrading Fund strongly supports the
19 passage of Bill 210443.

20 As the COVID restrictions lift, 00:38:28
21 I invite you all to join us at the
22 Training Fund where career pathways
23 inform all our workforce development
24 practices.

25 Thank you for the opportunity 00:38:35

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 to provide this testimony today.

3 I also personally would like to

4 give a testimony as to say I support

5 this, and I would do anything in my power 00:38:44

6 to be here today to speak on the behalf

7 of Councilwoman. I too worked at the

8 American Red Cross and lost my job, and

9 five children I was responsible for.

10 Didn't know which way to go, how I was 00:38:58

11 going to make it. A friend of mine,

12 thankfully, introduced me to District

13 1199C. I came through the practical

14 nursing program. I am now a Master-level

15 registered nurse. I am sitting as their 00:39:09

16 Director of Education and Healthcare

17 programs, and I am giving back to the

18 community and all those that I can aspire

19 and mentor along the way.

20 So I thank you for this sheet 00:39:19

21 that hopefully will come through to give

22 people that promise and that ability to

23 do exactly what I did.

24 Thank you.

25 COUNCILWOMAN RICHARDSON: 00:39:35

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 Mr. Chair, if appropriate, may I make a
3 comment after this panel?

4 COUNCILMAN O'NEILL: Yes. Is
5 the panel finished? 00:39:40

6 COUNCILWOMAN RICHARDSON: Yes.

7 COUNCILMAN O'NEILL: I would
8 just like to say that if your bill had a
9 poster, it would have Shona Murphy on it.

10 MS. MURPHY: Yes. 00:39:53

11 COUNCILWOMAN RICHARDSON: I
12 completely, completely agree.

13 And I have to start there by
14 thanking you, Shona, for all of your
15 work. 00:39:59

16 Mr. Chair, Shona is also
17 responsible for City Council's New Normal
18 Home Healthcare program that we partnered
19 with Phila Works and 1199C on.

20 So I just want to say thank 00:40:14
21 you, Shona, for reading the testimony of
22 Teresa Collins but, most importantly, for
23 sharing your story, and it's stories just
24 like yours and families and individuals
25 just like you in our city that we are 00:40:24

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 seeking to help with this legislation.

3 So I want to say thank you.

4 Congratulations to you for being a

5 Master's-level clinician in healthcare. 00:40:32

6 It's a big deal here in the City of

7 Philadelphia, and we truly appreciate

8 your work and your partnership.

9 And to Pat Clancy, Pat Clancy,

10 you know we can't do it without you and 00:40:43

11 Phila Works, and we look forward to you

12 all being a real significant part of the

13 regulation process around the development

14 of this sheet during that six-month

15 period if and when and we're hopeful that 00:40:55

16 my colleagues will support the

17 legislation as passed.

18 And last, but certainly,

19 certainly not least, Latoya Edmond from

20 Philadelphia OIC, we want to thank you 00:41:05

21 very much for your testimony and for your

22 work and for all the suggestions and

23 ideas that you have offered during our

24 conversations, our workforce development

25 conversations, even the one we had 00:41:18

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 recently with U.S. Senator Bob Casey.

3 So I wanted to say thank you,
4 and please thank Judge Renee Cardwell
5 Hughes for allowing us to borrow you for 00:41:27
6 part of your afternoon.

7 So thank you very much to the
8 panel. And the only question I have for
9 anyone on the panel is, at the onset of
10 COVID-19, we know that our unemployment 00:41:38
11 rate skyrocketed. Did you all see an
12 uptick in any of the workforce
13 development programs or training programs
14 or career pathway programs at the onset
15 of COVID or after? 00:41:53

16 MS. CLANCY: So I'm going to
17 let Latoya go, because she is a tough act
18 to follow, as I just told her. So I'm
19 going to let Ms. Edmond go.

20 MS. EDMOND: Are you sure, Pat? 00:42:05

21 MS. CLANCY: Yeah, I'm sure,
22 Latoya.

23 MS. EDMOND: Okay. So actually
24 Philadelphia OIC did experience an uptick
25 in enrollment initially when COVID first 00:42:14

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 spiked. Unfortunately, because of social
3 distancing and certain regulations, we
4 could not house them all. So we had to
5 reduce internal capacity to be able to 00:42:23
6 service the participants.

7 We are starting to find now
8 that there are some challenges with
9 getting people in our seats, and so it's
10 very important that we continue to 00:42:34
11 collaborate with employers during this
12 time and set strategies that will create
13 pipelines not only for our workforce but
14 also for their hiring needs.

15 So we are always open to 00:42:44
16 speaking with employers, customizing job
17 training programs to make sure it fits
18 the needs of the community.

19 MS. CLANCY: And I would agree,
20 Councilwoman, with Latoya. I mean, very 00:42:56
21 similarly, we saw an initial surge. One
22 of the things we did at Philadelphia
23 Works was develop a learning management
24 system online. So we now have something
25 for individuals to seek while they're 00:43:05

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1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 trying to learn virtually. And as we get
3 ready to reopen our centers, which are
4 open now by appointment, but when we
5 start welcoming back people en mass, then 00:43:16
6 we're going to have all these
7 opportunities.

8 Our goal is that -- I think we
9 know by the end of August, the subsidy
10 from the federal government for 00:43:25
11 unemployment runs out. So we are gearing
12 up for services in July and August, in
13 hopes that we can get many more people
14 engaged in either work or training.

15 COUNCILWOMAN RICHARDSON: 00:43:37
16 Excellent.

17 Well, thank you all so much
18 again for your work, and I would be
19 remiss not to thank Michael Joynes at
20 Philadelphia Works and Candice Fontaine, 00:43:43
21 who have worked very, very closely with
22 my office and have been the best partners
23 in the world. So thank you very, very
24 much.

25 And thank you, Mr. Chair. 00:43:52

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1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 MS. FONTAINE: Thank you,
3 Kathy. Thank you, Councilwoman.

4 MR. CLANCY: Thank you.

5 COUNCILMAN O'NEILL: Do any 00:43:58
6 other Committee members have questions or
7 comments for the panel?

8 (No response.)

9 COUNCILMAN O'NEILL: Hearing
10 none, Rachel, will you please call the 00:44:07
11 third panel we have to testify on Bill
12 210443.

13 THE CLERK: Yes. The third
14 panel is Susan Jacobson.

15 MS. JACOBSON: Good afternoon, 00:44:26
16 Chairman O'Neill and members of the
17 Committee on Labor and Civil Service. I
18 am Sue Jacobson.

19 (Connection issues.)

20 THE CLERK: Please proceed. 00:44:46
21 Thank you.

22 COUNCILWOMAN RICHARDSON:
23 Rachel, I think Sue was frozen.

24 THE CLERK: Oh.

25 MS. JACOBSON: I'm back? 00:44:56

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 THE CLERK: Yes.

3 MS. JACOBSON: Apologies.

4 Well, I was thanking you, and I

5 just want to say and thank you to 00:45:01

6 Councilwoman Katherine Gilmore Richardson

7 for having me testify today regarding

8 Bill No. 21 -- (connection issues).

9 COUNCILWOMAN RICHARDSON:

10 Mr. Chair, I think Susan is frozen again. 00:45:18

11 COUNCILMAN O'NEILL: We'll have

12 to wait for the unfreezing.

13 COUNCILWOMAN RICHARDSON: And

14 we can move to the next panel, and then

15 when Susan comes back up, maybe we can go 00:45:36

16 back to her, because she's the only one

17 on Panel 3, Mr. Chair.

18 COUNCILMAN O'NEILL: Okay.

19 COUNCILWOMAN RICHARDSON: There

20 she is. 00:45:44

21 MS. JACOBSON: Do you got me?

22 I first want -- well, let's do the

23 abbreviated version, which is the Chamber

24 supports this, and actually the one piece

25 that we were going to discuss, 00:45:54

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 Councilwoman, but it looks like you've
3 addressed it, is that small and
4 medium-sized businesses, we were worried
5 about not having an electronic option, 00:46:02
6 that they would have to -- some of the
7 Chambers were saying that that might be a
8 problem, but it looks like you're going
9 to take care of that from what you were
10 saying in your opening remarks. 00:46:13

11 So I just deeply abbreviated my
12 comments, because we wanted to let you
13 know that we are in support of this
14 legislation. We think it's important.
15 As you know, we are very involved with 00:46:24
16 our Recharge and Recovery Initiative and
17 we are doing everything that everybody
18 has been talking about during this
19 hearing, which is re-skilling over 5,000
20 individuals into other jobs, and our 00:46:36
21 banking initiative, right, with over --
22 got major banks all putting over 100
23 million into local Black and Brown
24 businesses, and our procurement
25 initiative, which also basically is doing 00:46:49

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 the exact same thing.

3 So we are all in and committed.

4 We think your legislation is smart, and

5 as the Chamber, we absolutely support 00:47:00

6 you, and I'm glad that you're taking care

7 of that part with small, local Black and

8 Brown businesses to make sure that they

9 don't have that extra burden by saying

10 that they can electronically take care of 00:47:12

11 it.

12 Thank you for letting me

13 testify.

14 COUNCILMAN O'NEILL: Are there

15 any questions or comments from members of 00:47:21

16 the Committee?

17 COUNCILWOMAN RICHARDSON: Yes.

18 Mr. Chair, I just wanted to thank Susan

19 Jacobson and the entire team at the

20 Chamber of Commerce, particularly Will 00:47:28

21 Carter, for working with my office

22 through some of the challenges notated

23 and helping us to come up with amendments

24 that will be helpful and advantageous to

25 our small and minority business owners. 00:47:43

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 We wanted to ensure that this was not
3 burdensome and that it's easily
4 accessible information for business
5 owners to give directly to separated 00:47:52
6 employees, and include an electronic
7 option so that if they can provide the
8 information via e-mail, that would be
9 available also and clear in the
10 legislation. 00:48:03

11 So thank you very much, Susan
12 Jacobson, for all of your help and all of
13 your support, and to the entire team at
14 the Chamber, we appreciate your robust
15 dialogue. 00:48:13

16 Thank you.

17 COUNCILMAN O'NEILL: Thank you,
18 Susan.

19 Any other questions or comments
20 from Committee members? 00:48:21

21 (No response.)

22 COUNCILMAN O'NEILL: Hearing
23 none, Rachel, will you please call the
24 fourth panel we have to testify on Bill
25 No. 210443. 00:48:30

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1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 THE CLERK: Hadel Alcantara and
3 Vanessa Gonzalez.

4 MS. ALCANTARA: Hello. My name
5 is Hadel Alcantara. I am a New Norm 00:48:54
6 program in 1199, training to become a
7 nursing assistant.

8 Less than a week ago, I heard
9 about the bill, a workforce and career
10 pathway sheet that help me a lot. This 00:49:13
11 program changed my life in an instant.

12 The first and career pathway sheet give
13 me so many benefits which I didn't know I
14 have or which I didn't know I could have.
15 For example, this sheet give me the 00:49:48
16 opportunity to always have a job or an
17 education, give me the opportunity to
18 work with a food delivery network company
19 or a transportation network company, also
20 includes benefits, career, technical 00:50:06
21 skill training, and education
22 opportunities.

23 With this program, I don't have
24 to worry about what I will do next if I
25 am unemployed. This program will help me 00:50:23

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 be secure of finding a job immediately
3 and give me the opportunity and the
4 education.

5 Thank you, and I'm sorry for my 00:50:37
6 English. I'm practicing on that. Thank
7 you.

8 COUNCILMAN O'NEILL: You're
9 doing very well with your practicing.

10 MS. GONZALEZ: Hello. Good 00:50:53
11 afternoon. My name is Vanessa Gonzalez.
12 I'm a nursing assistant student in
13 District 1199C training. When I found
14 out this program, I never thought that I
15 had the opportunity to study a career 00:51:06
16 that I want to. This program is helping
17 me to build a better future for my family
18 and me. I didn't have the financial
19 resource to start taking classes at the
20 university due to the high financial 00:51:24
21 cost.

22 So I believe that the most
23 important thing is to have the desire to
24 fulfill the goals. And finding a place
25 that supports and helps financially 00:51:38

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1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 people who really want to improve their
3 lives and learn a profession regardless
4 of financial obstacle is a blessing.

5 In my case, attending CNA 00:51:51

6 program has helped me to build a better
7 future for me and my family, because I
8 can find a better job where they can pay
9 me better salary and mainly where I can

10 help economically at home with expense 00:52:08

11 and give my children a better quality of
12 life.

13 Thank you.

14 COUNCILMAN O'NEILL: Thank you.

15 Any questions or comments from 00:52:22

16 members of the Committee?

17 COUNCILWOMAN RICHARDSON: Yes,
18 Mr. Chair. I just wanted to thank Hadel
19 and also Vanessa and again District 1199C
20 for having the students testify in the

21 New Normal -- from the New Normal Home 00:52:35

22 Health Aide Upskilling program. We know
23 that program is a result of the vision of
24 this Council and our leadership team, and

25 I especially want to thank Council 00:52:48

1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 President Darrell Clarke for being a
3 visionary around that fund, and we were
4 able to, with the help of Phila Works,
5 get this program up and running this year 00:52:57
6 on the fourth cohort.

7 And thank you, Shona, for all
8 your work, you and Teresa, but the two
9 students and young women you just heard
10 from are a part of the cohort for the New 00:53:10
11 Normal Home Health Aide Upskilling
12 program.

13 So I just wanted to say thank
14 you and again thank our Council President
15 for providing us that support. 00:53:19

16 And, Mr. Chair, for the record,
17 I wanted to state that Patrick Eiding,
18 President of Philadelphia AFL-CIO,
19 submitted written testimony in support of
20 this legislation as well. 00:53:32

21 Thank you all so very much.

22 COUNCILMAN O'NEILL: Thank you
23 to the bill sponsor for pushing this
24 through and participating in the
25 preparation for it. This is rather 00:53:43

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1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 remarkable and it will pay dividends for
3 years.

4 Is there anybody else here to
5 testify on the bill whose name has not 00:53:54
6 been called?

7 (No response.)

8 COUNCILMAN O'NEILL: Hearing
9 none, I want to ask all the panels and
10 witnesses for their -- thank them for 00:54:02
11 their participation today. We value your
12 opinions.

13 I now invite all panels and
14 witnesses to please disconnect from the
15 hearing before we go into our public 00:54:12
16 meeting. We will now pause the
17 proceedings briefly as multiple
18 participants leave the hearing.

19 (Brief pause.)

20 COUNCILMAN O'NEILL: Are we 00:54:46
21 clear yet?

22 THE CLERK: I do see a few
23 other testifiers still on, but the
24 majority of them have left, yes.

25 COUNCILMAN O'NEILL: Okay. 00:54:58

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1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 We'll start moving along as the last few
3 get off.

4 This concludes the public
5 hearing of the Committee on Bill Nos. 00:55:06
6 210500 and 210443. We will now go into a
7 public meeting to consider the action to
8 be taken on these bills.

9 We will now convene the public
10 meeting. Rachel, will you please call 00:55:24
11 the roll to take attendance. Members
12 that are in attendance will please
13 indicate that you are present when your
14 name is called. Also, please say a few
15 brief words when responding so that your 00:55:35
16 image will be displayed on screen when
17 you speak.

18 THE CLERK: Councilmember Allan
19 Domb.

20 COUNCILMAN DOMB: Good 00:55:46
21 afternoon. I am present.

22 THE CLERK: Councilmember Derek
23 Green.

24 COUNCILMAN GREEN: Present.

25 THE CLERK: Councilmember 00:55:53

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1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 Katherine Gilmore Richardson.

3 COUNCILWOMAN RICHARDSON:

4 Present.

5 THE CLERK: Councilmember Maria 00:55:58

6 Quinones-Sanchez.

7 COUNCILWOMAN SANCHEZ: Good

8 afternoon. Present.

9 THE CLERK: And that is all who
10 are in attendance. 00:56:09

11 COUNCILMAN O'NEILL: Thank you.

12 We will now go into our public
13 meeting.

14 The Chair recognizes
15 Councilwoman Gilmore Richardson for a 00:56:16
16 motion on the amendment to Bill No.
17 210500.

18 COUNCILWOMAN RICHARDSON: Thank
19 you so much, Mr. Chair. I offer an
20 amendment to Bill No. 210500. A copy of 00:56:26
21 the amendment has been circulated to all
22 members of the Committee. I move that
23 the amendment to Bill No. 210500 be
24 approved.

25 COUNCILMAN GREEN: Second. 00:56:36

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1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 Councilmember Derek Green.

3 COUNCILMAN O'NEILL: The Chair

4 notes for the record that Councilmember

5 Green seconds the motion. 00:56:45

6 It has been moved and properly

7 seconded that the amendment to Bill No.

8 210500 be approved.

9 All those in favor of the

10 motion will signify by saying aye. 00:56:54

11 (Aye.)

12 COUNCILMAN O'NEILL: Those

13 opposed?

14 (No response.)

15 COUNCILMAN O'NEILL: The ayes 00:56:59

16 have it. The motion carries, and the

17 amendment to Bill No. 210500 has been

18 approved.

19 The Chair recognizes

20 Councilwoman Gilmore Richardson for a 00:57:11

21 motion on Bill No. 210500, as amended.

22 COUNCILWOMAN RICHARDSON: Thank

23 you, Mr. Chair. I move that Bill No.

24 210500, as amended, be reported from this

25 Committee with a favorable recommendation 00:57:26

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1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 and further move that the rules of
3 Council be suspended to permit first
4 reading of this bill at the next session
5 of Council.

00:57:35

6 (Duly seconded.)

7 COUNCILMAN O'NEILL: The Chair
8 notes for the record that Councilmember
9 Domb seconds the motion.

10 It has been moved and properly 00:57:44

11 seconded that Bill No. 210500, as
12 amended, be reported from this Committee
13 with a favorable recommendation and
14 further moved that the rules of Council
15 be suspended to permit first reading of 00:57:53
16 this bill at the next session of Council.

17 All those in favor of the
18 motion will signify by saying aye.

19 (Aye.)

20 COUNCILMAN O'NEILL: Those 00:58:00
21 opposed?

22 (No response.)

23 COUNCILMAN O'NEILL: The ayes
24 have it and the motion carries.

25 The Chair recognizes 00:58:07

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1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 Councilwoman Gilmore Richardson for a
3 motion on the amendment to Bill No.
4 210443.

5 COUNCILWOMAN RICHARDSON: Thank 00:58:18
6 you, Mr. Chair. I offer an amendment to
7 Bill No. 210443. A copy of the amendment
8 has been circulated to all members of the
9 Committee. I move that the amendment to
10 Bill No. 210443 be approved. 00:58:31

11 (Duly seconded.)

12 COUNCILMAN O'NEILL: The Chair
13 notes for the record that Councilmember
14 Domb seconds the motion.

15 It has been moved and properly 00:58:42
16 seconded that the amendment to Bill No.
17 210443 be approved.

18 All those in favor of the
19 motion will signify by saying aye.

20 (Aye.) 00:58:49

21 COUNCILMAN O'NEILL: Those
22 opposed?

23 (No response.)

24 COUNCILMAN O'NEILL: The ayes
25 have it. The motion carries, and the 00:58:55

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1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 amendment to Bill No. 210443 has been
3 approved.

4 The Chair recognizes

5 Councilwoman Gilmore Richardson for a 00:59:03
6 motion on Bill No. 210443, as amended.

7 COUNCILWOMAN RICHARDSON: Thank
8 you, Mr. Chair. I move that Bill No.
9 210443, as amended, be reported from this
10 Committee with a favorable recommendation 00:59:16
11 and further move that the rules of
12 Council be suspended to permit first
13 reading of this bill at the next session
14 of Council.

15 (Duly seconded.) 00:59:26

16 COUNCILMAN O'NEILL: The Chair
17 notes for the record that Councilmember
18 Domb seconds the motion.

19 It has been moved and properly
20 seconded that Bill No. 210443, as 00:59:32
21 amended, be reported from this Committee
22 with a favorable recommendation and
23 further moved that the rules of Council
24 be suspended to permit first reading of
25 this bill at the next session of Council. 00:59:42

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1 6/10/21-LABOR & CIVIL SERVICE-BILL 210443, ETC.

2 All those in favor of the
3 motion will signify by saying aye.

4 (Aye.)

5 COUNCILMAN O'NEILL: Those 00:59:46
6 opposed?

7 (No response.)

8 COUNCILMAN O'NEILL: The ayes
9 have it and the motion carries.

10 This concludes the business 00:59:55
11 before the Committee on Labor and Civil
12 Service today.

13 Thank you all very much for
14 your attendance.

15 (Committee on Labor and Civil
16 Service concluded at 2:10 p.m.)

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CERTIFICATE

I HEREBY CERTIFY that the
proceedings, evidence and objections are
contained fully and accurately in the
stenographic notes taken by me upon the
foregoing matter, and that this is a true and
correct transcript of same.

MICHELE L. MURPHY
RPR-Notary Public

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