



Portia L. Roberson
Group Executive
Office of Civil Rights, Inclusion and Opportunity (CRIO)
2 Woodward Avenue, Suite 1240
Detroit, Michigan 48226

Dear Ms. Roberson.

The Detroit Plumbers Union Local 98 (“Local 98”) and the Mechanical Contractors Association of Detroit (MCA) are committed to significantly expanding career opportunities for Detroit residents in the plumbing trade. Accordingly, and pursuant to its participation in the Detroit Skilled Trades Employment Program, Local 98 and MCA are pleased to submit for your approval this Detroit Opportunity Commitment. This Commitment will **triple** the number of Detroit residents in Local 98 and MCA over the next decade.

I. Workforce Targets

As of September 1, 2016, there are 840 active members of Local 98 and MCA. Fifty-eight of those members are Detroit residents. Local 98 and MCA are committed to tripling that number—to at least 174 active Detroit members—over the next 10 years.

The specific workforce targets are as follows:

A. Apprenticeship Target

In order to increase the number of Detroiters in its Plumbers’ pipeline, at least 25% of the individuals enrolled in Local 98 and MCA’s first-year apprenticeship program from this date forward will be bona-fide Detroit residents. The percentage of Detroiters in the apprenticeship program shall be calculated as of the date first-year apprentices start the program.

For this target, Local 98 and MCA may elect to use either (1) the percentage of Detroiters enrolled in the apprenticeship program during the preceding year; or (2) the average percentage of Detroiters enrolled in the apprenticeship program during the preceding two years.

B. Active Members Target

The total number of active members in Local 98 and MCA will increase from the base level of 58 by the following numbers and schedule:

		<u>Cumulative Total</u>
7/1/17	6	64
7/1/18	6	70
7/1/19	8	78
7/1/20	8	86

7/1/21	10	96
7/1/22	12	108
7/1/23	14	122
7/1/24	16	138
7/1/25	18	156
7/1/26	<u>18</u>	<u>174</u>

116 Additional Active Local 98 and MCA Members

Inevitably, some Detroiters who are members of Local 98 and MCA will at some point move out of the city. Accordingly, in any case where (1) a Local 98 and MCA member was a bona fide Detroit resident for three years continuously prior to starting the apprenticeship program; and (2) that member subsequently moves out of Detroit, Local 98 and MCA will receive .50 credit towards its Active Members Target for that individual as long as he/she remains an active Local 98 and MCA member.

II. Measurement Period

On June 30th of each year, the City of Detroit’s Department of Civil Rights, Inclusion, and Opportunity (“CRIO”) will determine whether Local 98 and MCA has met both its Apprenticeship Target and its Active Members Target.

If both workforce targets are met, CRIO will certify that Local 98 and MCA are meeting their goals under the Detroit Skilled Trades Employment Program. That certification shall be effective for one calendar year. So long as Local 98 and MCA are certified as meeting its goals under the Program, any contractor or subcontractor who contracts for labor through Local 98 and MCA shall, with respect to Local 98 and MCA, be deemed in compliance with Executive Order 2016-1.¹

If either or both workforce targets are not deemed met on June 30th, Local 98 and the Mechanical Contractors Association of Detroit (MCA) may, at any time during the year, request a reassessment by CRIO to determine whether its workforce targets have subsequently been met. If, upon reassessment, CRIO determines that both workforce targets have been met, CRIO will certify that Local 98 and MCA is meetings its goals under the Detroit Skilled Trades Employment Program. That certification shall be effective until the subsequent June 30th.

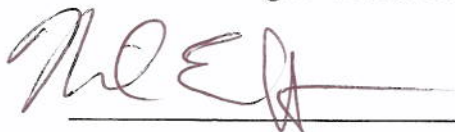
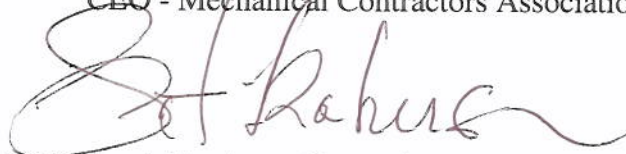
Sincerely,



Dan Nixon
Business Manager – Local 98



Carl M. Evans
CEO - Mechanical Contractors Association

¹ The specific mechanisms by which a contractor or subcontractor shall be deemed in compliance with Executive Order 2016-1 are detailed in paragraph 7 of Executive Order 2016-1.