



## Electrical Workers Local 58

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November 1, 2018

Mrs. Charity Dean, Director  
 Civil Rights, Inclusion and Opportunity  
 City of Detroit  
 Coleman A. Young Municipal Center  
 2 Woodward Avenue, Suite 1240  
 Detroit MI 48226

Dear Mrs. Dean,

The International Brotherhood of Electrical Workers Local 58 ("Local 58") is committed to significantly expanding career opportunities for Detroit residents in the electrical workers' trade. Accordingly, and pursuant to its participation in the Detroit Skilled Trades Employment Program, Local 58 is pleased to submit for your approval this Detroit Opportunity Commitment. This Commitment will triple the number of Detroit residents in Local 58 over the next decade.

### I. Workforce Targets

As of October 20, 2018, there are 4808 active members of Local 58. Two hundred seventy-seven of those members are Detroit residents. Detroit residents are defined as IBEW members who live in the City of Detroit at the time of measurement. Local 58 is committed to tripling that number—to at least 831 active Detroit members—over the next 10 years.

The specific workforce targets are as follows:

#### A. Apprenticeship Target

In order to be certified that Local 58 has met the STEP targets, the percentage of Detroiters in the apprenticeship program should meet the following schedule:

- By September 1, 2019, at least 16% of the individuals in the first-year apprenticeship program will be bona-fide Detroiters.
- By September 1, 2020, at least 19% of the individuals in the first-year apprenticeship program will be bona-fide Detroiters.
- By September 1, 2021, at least 22% of the individuals in the first-year apprenticeship program will be bona-fide Detroiters.

- By September 1, 2022 (and in every year thereafter) at least 25% of the individuals in the first-year apprenticeship program will be bona-fide Detroiters.

For this target, Local 58 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 Detroit members in Local 58 will increase from the base level of 277 by the following numbers and schedule:

|        |           |
|--------|-----------|
| 9/1/19 | 35        |
| 9/1/20 | 37        |
| 9/1/21 | 46        |
| 9/1/22 | 46        |
| 9/1/23 | 56        |
| 9/1/24 | 56        |
| 9/1/25 | 65        |
| 9/1/26 | 65        |
| 9/1/27 | 74        |
| 7/1/28 | <u>74</u> |

#### 554 Additional Active Local 58 Detroit Members

Local 58 shall be considered to have met its yearly Active Members Target so long as it has added active Detroit members according to the schedule listed above. In addition, Local 58 shall be considered to have met its yearly Active Members Target if the City of Detroit's Department of Civil Rights, Inclusion, and Opportunity ("CRIO") certifies that Local 58 is making satisfactory progress toward reaching its 10-year Active Members Target. When making that determination, CRIO shall consider all relevant factors, including (1) the number of Detroiters added to the Local's membership during the preceding year; and (2) the number of Detroiters added to the Local's membership during prior years.

Inevitably, some Detroiters who are members of Local 58 will at some point move out of the city. Accordingly, in any case where (1) a Local 58 member was a Detroit resident for three years continuously prior to starting the apprenticeship program; and (2) that member subsequently moves out of Detroit, Local 58 will receive .50 credit towards its Active Members Target for that individual as long as he/she remains an active Local 58 member.

#### II. Measurement Period

On Sept. 1 of each year, CRIO will determine whether Local 58 has met both its Apprenticeship Target and its Active Members Target.

If both workforce targets are met, CRIO will certify that Local 58 is meeting its goals under the Detroit Skilled Trades Employment Program. That certification shall be effective for one calendar year. So long as Local 58 is certified as meeting its goals under the Program, any

contractor or subcontractor who contracts for labor through Local 58 shall, with respect to Local 58, be deemed in compliance with Executive Order 2016-1.<sup>1</sup>

If either or both workforce targets are not deemed met on Sept. 1, Local 58 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 58 is meeting its goals under the Detroit Skilled Trades Employment Program. That certification shall be effective until the subsequent Sept. 1.

Sincerely,



Brian D. Richard  
Business Manager/Financial Secretary

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<sup>1</sup> 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.

Ric Preuss  
Business Representative  
IBEW Local 58  
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