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COSA - CITY CLERK
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COUNCIL CONSIDERATION REQUEST

TO: Debbie Racca-Sittre, City Clerk
FROM: Councilmembers Teri Castillo & Jalen McKee-Rodriguez
COPIES: Erik Walsh, City Manager; Andy Segovia, City Attorney,
SUBJECT: San Antonio Trades Advisory Board
DATE: April 1, 2025

Issue for Proposed Consideration

After coordinating this Council Consideration Request (CCR) with the City Manager, I respectfully request for your support for the inclusion of the following item on the agenda of the earliest available meeting of the Governance Committee:

Requesting consideration of the San Antonio Trades Advisory Board CCR

Brief Background

The objective of the San Antonio Trades Advisory Board (TAB) will be to provide formal input and recommendations on city projects, workforce policies, and economic development initiatives to protect labor standards, ensure fair wages, and prioritize local workforce development. The board will serve as a worker-centered advisory body, ensuring that publicly funded projects benefit the local workforce and uphold strong labor protections.

The structure, scope, and other details for the TAB are listed in *Attachment A*.

In creating a Trades Advisory Board, San Antonio would ensure that public money is spent responsibly while protecting workers and prioritizing local hiring. It would create an institutional framework for enforcing labor standards, holding contractors accountable, and ensuring San Antonio's workforce is trained, supported, and fairly compensated.

Worker-focused boards are already in action in Texas and across the country. Harris County, Texas created an Essential Workers Board in 2021 to advise the county on programs and policies that support essential workers. In 2019, Durham, North Carolina formed the Workers' Rights Commission to advise the city council on working conditions in Durham.

Key Benefits of the Trades Advisory Board:

- Promotes good jobs & local hiring by ensuring COSA dollars support local workers and businesses.
- Strengthens our local workforce pipelines by aligning San Antonio's workforce training with employer needs, creating career pathways for residents.



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- Protects workers & reduces exploitation by addressing wage theft, misclassification, and contractor abuse before they become major issues.
- Increases transparency & accountability with data-driven oversight of city projects and contracts.
- Enhances economic equity: Ensures city investments benefit working-class families, not just corporations.

The TAB should first focus on city-funded construction, telecommunications, and infrastructure projects before expanding to cover municipal service contracts, technology investments, and city workforce policies. As part of this request, the TAB will begin as a pilot before being expanded as stated above. Furthermore, to ensure transparency and accountability, COSA will create a public facing compliance dashboard which tracks city contractor violations and labor conditions.

Request

1. Create the TAB as structured in *Attachment A*.
2. Launch a one-year pilot program focusing on city-funded construction, telecommunications, and infrastructure projects. Then, expand to cover municipal service contracts, technology investments, and city workforce policies.
3. Create a public compliance dashboard which tracks city contractor violations and labor conditions.



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Submitted for Council consideration by:

Teri Castillo

Councilmember Teri Castillo, District 5

J-M-R

Councilmember Jalen McKee-Rodriguez, District 2

Supporting Councilmembers' Signatures (exactly 3)

1.

[Signature]

2.

[Signature]

3.

[Signature]

District

6

2

1



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ATTACHMENT A

Structure & Membership

The Trades Advisory Board (TAB) will be composed of representatives who prioritize worker interests, workforce development, and labor protections. Members will include:

1. Organized Labor:

- Representatives from CWA Local 6143, IBEW, UA Plumbers & Pipefitters, ATU, and other unions involved in city projects.
- At least one rank-and-file worker representative to provide an on-the-ground perspective.

2. City Government Liaisons:

- A designated liaison from the Mayor's Office and City Council to ensure direct communication with policymakers.

3. Community & Economic Development Organizations:

- Representatives from worker rights organizations, labor-friendly nonprofits, and economic justice groups advocating for local hiring and wage equity.

4. Labor Standards & Enforcement Representatives:

- Legal experts and labor advocates specializing in wage theft prevention, worker misclassification enforcement, and compliance monitoring.

Scope & Responsibilities

1. Advise on City Projects & Workforce Priorities

- Provide formal recommendations on labor standards, wage requirements, and workforce development goals for city-funded projects.
- Ensure that publicly funded projects prioritize local labor and uphold strong working conditions for all workers.

2. Set & Enforce Fair Labor Criteria for City Contracting

- Establish clear labor requirements for businesses seeking city contracts, including:
 - Prevailing wage enforcement
 - Utilization of apprenticeship programs



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- Local hiring requirements before outsourcing labor
- Work with city agencies to monitor compliance and penalize non-compliant contractors.

3. Strengthen Workforce Development & Training

- Expand apprenticeship and pre-apprenticeship programs to develop skilled local workers.
- Develop career pathways for high school students, displaced workers, and veterans into skilled trades, telecommunications, and tech industries.
- Align workforce development policies with real labor market demands to prepare workers for high-growth industries.

4. Monitor & Enforce Labor Compliance

- Work directly with city inspectors and labor compliance officers to review:
 - Wage theft and misclassification violations
 - Contractor compliance with fair labor practices
 - Publish annual reports on contractor performance and labor violations to hold bad actors accountable.

5. Advocate for Pro-Worker City Policies

- Provide guidance on city labor laws, including:
 - Paid leave protections
 - Fair scheduling and stable work hours
 - Wage equity and strong labor enforcement
 - Ensure that workers have direct input in city policymaking to protect their interests.

Meetings

The board will meet quarterly to review projects, labor compliance, and workforce development initiatives. Additional meetings will be scheduled as needed to address new developments, urgent labor issues, or city policy changes.