

ORDINANCE

WHEREAS, the poverty rate for Black women in Chicago is nearly three times that of white men, and more than 40 percent of Chicago's young Black men are out of school and unemployed; and

WHEREAS, in 2018 Black workers accounted for only 6 percent of workers in the construction trades in Chicagoland; and

WHEREAS, in 2023, there were fewer than 5% women nationally in construction trade apprenticeships, and in Illinois, there were 5% women apprentices in the building trades; and

WHEREAS, women, particularly women of color, who work in the trades report feeling isolated, often finding themselves the only woman, and possibly only person of color, on a work site; and

WHEREAS, women working in the trades have reported not receiving the same level of training or access to on-the-job experience as their male apprentice counterparts; and

WHEREAS, in 2024 union jobs in the Chicago area construction trades paid wages between \$40/hour and \$60/hour at the journey-level, and in addition included generous benefits such as health insurance, professional advancement, and pensions; and

WHEREAS, according to 2023 data from registered apprenticeships, twice as many union construction apprenticeships had at least 10 percent women as non-union construction apprenticeships; and

WHEREAS, the city has invested substantially in infrastructure, potentially putting hundreds and thousands of Chicagoans back to work in construction jobs after the economic downturn created by the COVID 19 pandemic; and

WHEREAS, under the Trump Administration diversity, equity, and inclusion programs focused on reducing occupational segregation in the workforce are under attack; now, therefore

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CHICAGO:

Section 1. Section 2-92-390 of the Municipal Code of Chicago is hereby amended by inserting the underscored language and deleting the struck-through language, as follows:

2-92-390 Equal employment opportunity regulations for contracts – Enforcement.

(Omitted text is unaffected by this ordinance)

(e) Chicago Construction Workforce Equity Advisory Board.

(1) There is hereby established for the City of Chicago a Chicago Construction Workforce Equity Advisory Board (the "Board") to monitor and report on the participation of targeted populations and apprentices in covered projects as defined in (b)(1) of this section 2-92-335(a). The Board shall consist of 18 members: the Chair of the Committee on Workforce Development, or its successor Committee, and 17 members appointed by the Mayor within 90 days of the effective date of this ordinance for two-year terms, who shall serve at the pleasure of the Mayor. All members of the Board who are not employees of the City shall be subject to confirmation by the

City Council. Members may be re-appointed only if they attended more than 50% of the prior year's meetings and shall hold office until their successors are appointed.

Whenever a vacancy shall occur by reason of death, resignation, expiration of term or other reason, the Mayor shall appoint a new member for the balance of the unexpired term. The Mayor shall designate a member to serve as chair of the Board, who shall serve in such capacity at the pleasure of the Mayor. Four of the members shall be representatives of City agencies responsible for oversight of public and private construction projects including one from the Department of Procurement Services, one from the Department of Water Management, one from Department of Aviation, and one from the Department of Transportation; a member of the City Commission on Human Relations; the Chair of the City Council Committee on Workforce Development shall be a member; four members shall be representatives of workforce assist-agencies, including at least one agency that has a history of the majority of those that they serve to be women and at least one agency that has a history of the majority of those that they serve are minorities; four members shall be representatives from contractors with experience on covered projects under this section, including two prime contractors and two subcontractors one of which was a Certified Eligible Business under Section 2-92-495; and four members shall be representatives from labor organizations that are affiliates of the Chicago and Cook County Building and Construction Trades Council, including at least one that uses a union hiring hall to refer hires and one where the union does not use a strict hiring hall process.

Members of the Board who are not employees of the City shall disclose to the Board any financial or economic interest, as defined in the Chapter 2-156, they, a relative as defined in the Chapter 2-156, or any contractor or organization they represent may have in matters coming before the board and shall abstain from participation in such matters. Members of the Board who are not employees of the City shall be exempt from Sections 2-156-080 through 2-156-110 inclusive, and 2-156-130(b) and (c) as these sections pertain to their Board membership. No member of the Board shall be compensated for membership, but each member may be reimbursed for expenses reasonably incurred in the performance of official duties.

(2) The Board shall have the following powers and duties:

- (A) Review workforce data reports, including weekly certified payroll reports aggregated, on current and recently completed covered projects under this section. The weekly certified payroll reports must be reviewed and analyzed in a timely manner, but no more than the month after the dates of employment. Such review of workforce data must include a review of the skill development and retention of all apprentices and all targeted populations under this section. All data must be transferred to the Department upon receipt from other Departments as required.
- (B) Review EEO plans if available from contractors who have submitted bids on upcoming covered projects, as well as their previous performance hiring women and minorities if available.
- (C) Review any claims of good faith effort by contractors and advise on corrective action plans as needed.
- (D) Advise on benchmarks to measure success on outreach, access, and retention of diverse construction workforce including but not limited to recent Chicago Public School graduates, women and minorities on covered projects under this section.

(E) Advise on formula for liquidated damages that will encourage compliance with this section by contractors.

(F) Issue an annual report to the City Council that includes evaluation of progress towards increasing racial, ethnic, and gender equity on covered projects pursuant to this section and offer recommendations for the following year that would include recommendations to increase the effectiveness of bid incentives, contractor eligibility to participate on covered projects based on performance and initiatives to improve diverse worker retention, as well as a formal implementation review after three years of effective date of this section. Annual reports shall be issued no later than March 31 of the following year.

(G) Review contractor compliance with Section 6-10-040.

(H) Other advisory duties as determined by the Chief Procurement Officer.

(3) The Board shall meet monthly at a regularly scheduled date and time determined by the Board. Meetings shall be offered both in-person and virtually, pursuant to the requirements of the Open Meetings Act, with a voting quorum requiring at least nine members in attendance.

(f) Division of Construction Workforce Equity.

(1) There is hereby established a division of the Department of Procurement Services which shall be known as the division of construction workforce equity under the Office of Contracting Equity as established in 02-02-070 et seq. Said division shall be under the direction of the Contracting Equity Officer whose additional duties shall include:

A. Train and support a minimum of one equity and inclusion advocate(s) for every four covered projects under this section, who shall have the following duties:

(1) Review the EEO plan submitted by a contractor. "EEO plan" or "Equal Employment Opportunity plan" is a written document provided by a contractor on a covered project with their bid documents that accounts for the demographics, including race, ethnicity, gender, trade and skill level of their existing workforce; number, trade and skill level of additional women and minorities to be recruited for the covered project; plans for outreach, recruitment, hiring, and retention of individuals from these populations; and written personnel policies including anti-harassment, confidentiality, and anti-retaliation.

(2) Conduct unannounced site visits to covered projects to monitor compliance with this section, the frequency dependent on the size of the workforce present.

(3) Conduct surveys of individuals on covered projects to track their work assignments, equal access to on-the-job training that develops diverse skills, equal access to work hours and overtime, and other worker experiences.

(4) Collect and analyze weekly certified payroll reports to monitor hours worked by race and gender by trade and by apprentices and journey-level workers on covered projects.

Retaliation including but not limited to any action taken by an employer to discriminate in any manner or any adverse action taken against any individual in retaliation for participation in activities of the Department under this section is prohibited.

- B. Update quarterly the City's buying plan to include workforce projections by trade and skill level for upcoming covered projects and collect information on job openings by trade on covered projects currently under construction.
- C. Provide technical assistance to contractors to facilitate compliance with this section. Technical assistance should be provided at a minimum at a meeting after contractor selection on a covered project but before construction begins, and again at a mid-term review when construction is halfway to completion on a covered project, but no less than once every two months. Reviews shall include an evaluation of contractor performance to-date compared to their submitted EEO plan. General contractors on covered projects must show evidence of support and technical assistance provided to subcontractors to facilitate compliance with this section.
- D. Provide annual training and education on provisions of this section to City departments that fund or approve development plans and permits for covered projects.
- E. Administer grants (1) for community-based organizations that act as assist agencies and provide supportive services for the purpose of increasing the participation of women and minorities in the construction workforce and (2) to increase capacity of small business contractors to comply with this section. Funding for assist agencies and supportive services grants as well as grants for small business contractors shall be appropriated annually based on ½ of 1% of the total dollar amount of the projected contract awards for that year or total amount collected under liquidated damages collected under this section.
- F. Publish information on a public website including but not limited to the following:
 - (1) Workforce projections and current job openings on covered projects by project, trade, and skill level as soon as they are known but at minimum in advance of 30 days from the start of the project, including start date by trade and skill level and contact information for hiring.
 - (2) Workforce data on all current and past projects within five years of the effective date of this section for which such data is collected by the Department including anonymized demographic information about the workforce by contractor, race, gender, trade, hours worked and whether apprentice or journeyworker, and if apprentice, which year of apprenticeship. Individual members of the workforce shall be given a unique identification so that progress and retention can be tracked without sharing personal identifiable information. Such data shall be updated monthly and provided to the Board.
 - (3) Additional workforce reports from covered projects including workers hired, transferred, or terminated by contractor, race, gender, trade, hours worked and whether apprentice or journeyworker, and if apprentice, which year of apprenticeship, with explanations provided of terminations of women and minorities who were

terminated that will be shared monthly with the Board.

(4) Annual reports issued by the Board within 30 days of presentation to the City Council.

(5) All good faith effort requests submitted under this section by contractor and covered project, and the status of each request, including but not limited to reduced goals, corrective action plan, or approval or rejection of the request by the department.

(g) The chief procurement officer is authorized to adopt rules for the proper administration of this section.

SECTION 2. Following passage and approval, this ordinance takes effect on January 1, 2026.

6th Ward Fight Back!!
Ramin L. Yehyeh
Walter P. La Spata, 1st
227th

Jaylin
14th
Mat Greif 47th

Rossana Rodriguez Sanchez
Alderspersion, Ward 33

W. Hadden 49

Mary 22

Anthony J. Pozela 35

26th

Jan 25th

A. V. 40th

Paula Cruz 30th

51st