



Dear Ms. Roberson,

The Michigan Regional Council of Carpenters Local 687, Local 1234, Local 1045 (collectively, the “Locals”) are committed to significantly expanding career opportunities for Detroit residents in the carpentry trade. Accordingly, and pursuant to its participation in the Detroit Skilled Trades Employment Program, the Locals are pleased to submit for your approval this Detroit Opportunity Commitment. This Commitment will **triple** the number of Detroit residents in the Locals over the next decade.

I. Workforce Targets

As of January 19, 2017, there are 4,423 active members of the Locals, including 4,036 journeymen and 387 apprentices. Two hundred and eighty three of those members are Detroit residents. The Locals are committed to tripling that number—to at least 849 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 Carpenters’ pipeline, at least 25% of the individuals enrolled in the Locals’ 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, the Locals 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

By 2027, the Locals commit to having at least 849 Detroiters as active members. The Locals commit to achieving this “10-year Active Members Target” by adding approximately 57 Detroiters into its active membership per year.

The Locals shall be considered to have met their yearly Active Members Target so long as 51 Detroiters per year, on average, have been added to its membership from the date of this Commitment. In addition, the Locals shall be considered to have met their yearly Active Members Target if the City of Detroit’s Department of Civil Rights, Inclusion, and Opportunity (“CRIO”) certifies that the Locals are 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 Locals’ membership during the

preceding year; and (2) the number of Detroiters added to the Locals' membership during prior years.

Inevitably, some Detroiters who are members of the Locals will at some point move out of the city. Accordingly, in any case where (1) the Locals' 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, the Locals will receive .50 credit towards its Active Members Target for that individual as long as he/she remains an active member of the Locals.

II. Measurement Period

On June 30th of each year, CRIO will determine whether the Locals have met both their yearly Apprenticeship Target and its yearly Active Members Target.

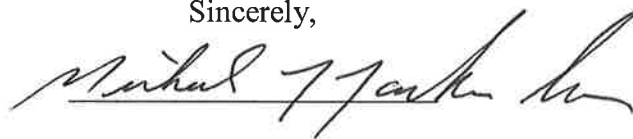
If both workforce targets are met, CRIO will certify that the Locals are meeting their goals under the Detroit Skilled Trades Employment Program. That certification shall be effective for one calendar year. So long as the Locals are certified as meeting its goals under the Program, any contractor or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

If either or both workforce targets are not deemed met on June 30th, Locals 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 the Locals are meeting their goals under the Detroit Skilled Trades Employment Program. That certification shall be effective until the subsequent June 30th.

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Please let me know if this proposed Detroit Opportunity Commitment is acceptable. I look forward to hearing from you.

Sincerely,



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.