



March 5, 2019

Dear Mrs. Dean,

The Laborers Local Union 1191 ("Local 1191") is committed to significantly expanding career opportunities for Detroit residents in the Construction Craft Laborers' trade. Accordingly, and pursuant to its participation in the Detroit Skilled Trades Employment Program, Local 1191 is pleased to submit for your approval this Detroit Opportunity Commitment. This Commitment will **increase** the number of Detroit residents, **by 25%** in Local 1191 over the next decade.

I. Workforce Targets

As of March 5, 2019, there are 4195 active members of Local 1191. One Thousand - Six hundred and twenty-one (1,621) of those members are Detroit residents. Detroit residents are defined as Local 1191 members who live in the City of Detroit at the time of measurement. Local 1191 is committed to **increasing that number by 25%** —to at least 2,027 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 1191 has met the STEP targets, the percentage of Detroiters in the apprenticeship program should meet the following schedule:

- By November 1, 2019, at least 25% of the individuals in the first-year apprenticeship program will be bona-fide Detroiters.
- By November 1, 2020 (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 1191 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 1191 will increase from the base level of 1,621 by the following numbers and schedule:

- 11/1/19 41
- 11/1/20 41
- 11/1/21 41
- 11/1/22 41
- 11/1/23 41
- 11/1/24 41
- 11/1/25 40
- 11/1/26 40

11/1/27 40
11/1/28 40

406 Additional Active Local 1191 Detroit Members

Local 1191 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 1191 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 1191 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 1191 will at some point move out of the city. Accordingly, in any case where (1) a Local 1191 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 1191 will receive .50 credit towards its Active Members Target for that individual as long as he/she remains an active Local 1191 member.

II. Measurement Period

On November 1st of each year, CRIO will determine whether Local 1191 has met both its Apprenticeship Target and its Active Members Target.

If both workforce targets are met, CRIO will certify that Local 1191 is meeting its goals under the Detroit Skilled Trades Employment Program. That certification shall be effective for one calendar year.

If either or both workforce targets are not deemed met on November 1st, Local 1191 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 1191 is meeting its goals under the Detroit Skilled Trades Employment Program. That certification shall be effective until the subsequent November 1st.

III. Program Benefits

As a participant in this program, Local 1191 will be eligible to participate in the Detroit Land Bank's discount program for STEP locals and individual participants.

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

Sincerely,



Michael Aaron
Business Manager