

David Whitaker, Esq.
Director
Irvin Corley, Jr.
Executive Policy Manager
Marcell R. Todd, Jr.
Director, City Planning Commission
Janese Chapman
Director, Historic Designation Advisory Board

John Alexander
Roland Amarteifio
Megha Bamola
LaKisha Barclift, Esq.
Nur Barre
Paige Blessman
M. Rory Bolger, Ph.D., FAICPF
Eric Fazzini
Christopher Gulock, AICP


City of Detroit

CITY COUNCIL

LEGISLATIVE POLICY DIVISION
208 Coleman A. Young Municipal Center
Detroit, Michigan 48226
Phone: (313) 224-4946 Fax: (313) 224-4336

Derrick Headd
Marcel Hurt, Esq.
Kimani Jeffrey
Edward King
Jamie Murphy
Kim Newby
Analine Powers, Ph.D.
Laurie Anne Sabatini
Rebecca Savage
Ryan Schumaker
Sabrina Shockley
Renee Short
Thomas Stephens, Esq.
Timarie Szwed
Dr. Sheryl Theriot
Theresa Thomas
Ashley A. Wilson

TO: Detroit City Council

FROM: David Whitaker, Director 
Legislative Policy Division Staff

DATE June 27, 2022

RE: **Resolution Regarding United Electrical Contractors**

The Legislative Policy Division (LPD) has received a request from Council Member Scott Benson and Council Member Mary Waters to review the proposed resolution regarding United Electrical Contractors alleged discriminatory conduct toward Black and Hispanic employees.

LPD has not been able to substantiate the allegations made. However, considering the seriousness of the allegations, LPD has revised the proposed resolution to provide what we believe to be the best course of action by City Council, by urging action by the Civil Rights, Inclusion & Opportunity Department and the Office of the Inspector General.

If we can be of further assistance, please call upon us.

**Resolution Urging Investigative Action be Taken Concerning the Allegations of
Discrimination at United Electrical Contractors**

By Detroit City Council Member At-Large Mary Waters and Member Angela Calloway

WHEREAS, The Detroit City Council and the City of Detroit stands against racism and discrimination and continues to ensure the city is a welcoming place for all; and

WHEREAS, The Detroit City Council has received information regarding allegations of a discriminatory, racist and bigoted culture towards Black and Hispanic employees being perpetrated by United Electrical Contractors, a company that is engaged in projects within the City of Detroit; and

WHEREAS, These allegations have been made by former employees of United Electrical Contractors that refer to themselves as the “United Six” who indicate they witnessed first-hand the usage of racist language, including the “N-Word” as well as management affording preferential treatment for the White employees because of their race; and

WHEREAS, The prohibition against racial discrimination found in the U.S. Constitution’s Equal Protection Clause and Michigan Elliott-Larsen Civil Rights Act, are also found in the Detroit City Code, Article IV, *Employment Practices*, Section 23-4-1(a) which provides an employer shall not

- (1) Fail or refuse to hire or recruit, discharge, or otherwise discriminate against an individual with respect to employment, compensation, or a term, condition, or privilege of employment, because of race, color, religious beliefs, national origin, age, height, weight, familial status, marital status, disability, public benefit status, sex, sexual orientation, or gender identity or expression; and

WHEREAS, The Civil Rights, Inclusion & Opportunity Department (CRIO) has the authority under the City Charter, Article 7, Section 7-704, to investigate complaints of unlawful discrimination including violations of laws of the United States, State of Michigan and ordinances within the city’s jurisdiction and take the appropriate action; and

WHEREAS, The Office of the Inspector General has the authority to investigate any employer that is doing business or seeking to do business with the City of Detroit under Section 17-5-355 Grounds for debarment, Subsection (b) “The conduct giving rise to the debarment may be based upon actions taken in connection with work undertaken for the City, or with other public or private entities”; **THEREFORE
BE IT**

RESOLVED, The Detroit City Council urges the Administration through the Civil Rights Inclusion and Opportunity Department (CRIO) to initiate an investigation into the

allegations made against United Electrical Contractors and to report its findings to this Honorable Body; and **BE IT FURTHER**

RESOLVED, That should CRIO find evidence of support of the allegations of discriminatory behavior, a racist and bigoted culture towards Black and Hispanic employees being perpetrated by United Electrical Contractors, that the remedial actions provided under the Detroit City Code be taken by the Department; and **BE IT FINALLY**

RESOLVED, That this Honorable Body urges the Office of the Inspector General to initiate an investigation into the allegations against United Electrical Contractors to determine whether a determination of debarment should be implemented prohibiting the entity from doing business with the City of Detroit pursuant to the Detroit City Code, Chapter 17, Article V, Division 10, *Debarment*.