

Benefits of Project Labor Agreements

For the **WORKERS** - Provides enforceable commitments for:

- ✓ **Equitable hiring practices** – establishes fair dispatch policies and procedures as regulated by the US Department of Labor.
- ✓ **Safe Working Conditions** - Proper training and qualifications promote a project culture of health and safety.
- ✓ **Targeted hiring** – set goals to employ a percentage of the workforce from economically disadvantaged sectors. For example: Low-income areas, minorities, women, veterans, etc.
- ✓ **Local work opportunities** – right of first refusal given to the local skilled and trained workforce where the work is being performed. Project workforce reflects the demographics of the community.
- ✓ **Apprenticeship** – requirements to utilize and properly train apprentices on the project.
- ✓ **Wages and benefits** – guarantee to pay the local area's negotiated prevailing rates.
- ✓ **Union representation** – assurances that all the items above are fulfilled and any potential grievances are resolved timely and accurately.

For the **DEVELOPER or CONTRACTOR** - Provides certainty for:

- ✓ **Worker qualifications** – ensures journey level workers are fully qualified with the proper training and experience to perform the high-level skills for their craft.
- ✓ **Access to manpower** – ensures that contractors will have a large pool of highly skilled and well-trained labor, thus delivering a project that is more likely to be on time and on budget.
- ✓ **High quality** – project assembly by skilled and trained workers sensibly leads to a more productive construction experience and professional outcome for the end user.
- ✓ **Labor rates** – establishes predictable labor costs equally applicable to all bidders.
- ✓ **Local dispute resolution** - ensure a peaceable manner of settling labor disputes and grievances without strikes, work stoppages, or lockouts.

For **COMMUNITY CHOICE ENERGY PROGRAM (CCE)** - Provides additional value towards:

- ✓ **Accelerating build-out objectives** – establishing a productive partnership with the Building Trades Unions will expedite CCE’S clean energy goals. (See LADWP example)
- ✓ **Competitive Bidding** – predetermined labor standards encourages participation from qualified contractors from all areas. CCEs can be sure to support best-in-class employers who are themselves committed to job quality and access to skilled workers.
- ✓ **Fulfilling the CCA promise** – workforce development is one of the core tenets of support for Community Choice Aggregation. It is reasonable for the workers in the community to have a collective voice in the process.
- ✓ **Meeting minimum IOU standards** – all utility scale projects, owned or invested in by the IOUs, are built with union labor standards. CCEs should not advocate for policies that result in lower labor standards than the IOUs.

For the **LOCAL COMMUNITY** – Generate tangible opportunities for:

- ✓ **Careers** – temporary construction jobs are often a dead-end proposition, but it doesn’t have to be that way. With prudent public workforce policies in place, community members have viable pathways towards sustainable careers in the construction industry.
- ✓ **Economic stimulus** – good paying local jobs boosts individual investments in local goods, services, real estate, and tax base.
- ✓ **Local Apprenticeship Training Programs** – written commitments to leverage the local workforce bolsters the need to expand existing joint apprentice and training programs. This provides certainty for those programs to enroll more apprentices to build the community’s workforce for a future in the clean energy sector.