

High Road Labor Standards in Transportation Electrification: Meeting 2 Agenda

March 10, 2021 | 2 - 3:30pm | Location: <https://us02web.zoom.us/j/8569536132>

Meeting Objectives:

- Review and receive feedback on the draft thesis / objective for the project and related report
- Gain clarity on how key concepts for labor standards would be applied in transportation electrification industries

Agenda:

Time	Topic
2:00 - 2:15	Welcome <ul style="list-style-type: none"> ● Meeting Objectives ● Icebreaker: What hobbies, skills, or practices developed during the pandemic will you continue in post-pandemic life?
2:15 - 3:15	Slides and Discussion: Project Thesis, Key Concepts for Labor Standards, and Key Concept Application to Transportation Electrification Industries <ul style="list-style-type: none"> ● Introduce project "thesis" and key concepts (see below) ● Discuss application of key concepts within charging infrastructure construction, vehicle manufacture and assembly, battery supply chain, and vehicle operations and maintenance
3:15 - 3:30	Wrap up and Next Steps

The question we are seeking to answer: What are the key concepts for labor standards that need to be embedded in public policy so California can create high road jobs that provide family-sustaining wages and other benefits to the workers in transportation electrification industries (e.g., charging infrastructure construction, vehicle manufacturing and assembly, battery supply chain, and vehicle operations and maintenance)?

Key Concepts for Labor Standards: from BlueGreen Alliance's report [State-based Policies to Build a Cleaner and More Equitable Economy, A Policy Toolkit](#) (2020)

1. Project Labor Agreements: Primarily applicable to construction projects; provide guidance and set expectations for large projects by making clear the basic terms and conditions of employment for everyone involved in the project; can be implemented as a condition of being awarded a contract (e.g., contract awardee needs to sign the Project Labor Agreement negotiated with unions); can help attract and retain more skilled workers who do higher quality work and avoid delays and bid overruns

2. **Community Workforce Agreements:** Similar to Project Labor Agreements but can be more expansive, often including community organizations as signatories; address the needs and interests of urban communities that have historically been excluded from the benefits of economic development; frequently include local hire provisions, targeted hire of low-income or disadvantaged workers, and the creation of pre-apprenticeship pathways for careers on the project
3. **Prevailing Wage:** Establishes a wage floor for each occupation that all contractors on a project must pay at or above; typically reflects the average or market wage for a given type of work in a given area; generally limited to construction
4. **Worker Benefits:** Set a minimum standard for health, retirement, and other benefits that must be given to workers on a project; benefits requirements are often added to prevailing wage provisions to make them stronger
5. **Local Hire:** Mandate or incentivize the hiring of workers on a project from within the state or community where the project takes place; without this provision, developers often bring in work crews from out of state to do the work and then leave; provision may mandate a certain percentage of local workers, offer incentives for projects that hire local workers, or they may require developers to consider local employment impacts alongside other benefits of projects
6. **Targeted Hire:** Mandate or incentive the hiring of workers on a project from certain communities, which may include women, minorities, veterans, the formerly incarcerated, indigenous people, economically disadvantaged communities, communities heavily impacted by climate change or climate change policies, and many others; communities may be targeted through contracting requirements, hiring requirements, or the use or establishment of pre-apprenticeship programs; can be included in state law but is also a frequent provision of Community Workforce or Community Benefit Agreements for a particular project
7. **Apprenticeship Utilization:** Requires a certain percentage of a project's workforce to be enrolled in, or have graduated from, a certified apprenticeship program; training programs offer a ladder to the middle class for disadvantaged workers
8. **Organizing Rights:** Anything that helps rebalance the power dynamic between workers trying to organize a union and their employer
9. **Negative Determination:** Disincentivizes hiring contractors who have previously violated labor, wage, or other regulations