

## Advancing High Road Labor Standards in Transportation Electrification - Meeting 2 Notes

### Thesis Review

- Supply and demand side strategies for workforce development are interrelated - Training is most beneficial when there demand for workers -
  - To increase the efficacy of the workforce pipeline, need demand for good jobs
- If you have a Project Labor Agreement or a Community Workforce Agreement you can get workforce provisions like prevailing wage, worker benefits, apprenticeship utilization, etc.; without a Project Labor Agreement, you can negotiate specific standards
- High road jobs are not guaranteed in transportation electrification - for example, Electrify America jobs are mostly non-union jobs
- It's not just about the jobs, but also about expanding access to high road jobs
- Construction industry is unique because before a job starts, there is not yet a project workforce - this provides the opportunity to set pre-hire workforce standards that can guarantee adequate compensation and safe working conditions.
- Look up BuyGreen and Green Chemistry - bring in environment and equity into the thesis
- Define "high road jobs"
- Consider how labor standards can also address environmental and equity issues/goals
- Define "high road labor standard" and why it's needed - reference EE research that there are more savings / equipment operates better when installed by a trained and certified workforce; construction jobs experience fewer delays and fewer safety issues when PLAs and CWAs are in place

**Working thesis/framing:** High road labor standards for jobs extends beyond workforce provisions such as prevailing wage, worker benefits, or apprenticeship utilization. When we think about the workforce in transportation electrification, we should also be thinking about social justice issues including who has access to those jobs, and environmental issues like workers' exposure to toxic chemicals or unsafe working conditions.

In the workforce pipeline for transportation electrification, each industry has unique considerations. Construction jobs have historically had avenues to enforce high road labor standards through Project Labor Agreements and Community Workforce Agreements. However, there are no guarantees that jobs in vehicle manufacturing and assembly, the battery supply chain, or vehicle operations and maintenance will be high road jobs. We are at a unique point in time where we are able to consider the interdependencies among environmental, social justice, and workforce goals. This project is one first step towards framing the issues and noting how we can simultaneously elevate all issues and craft synergistic solutions.

### Examples of key concepts for labor standards

- Compliance with federal, state, and local labor and environmental health and safety laws
- Targeted Hire / hire of disadvantaged workers
- Explicit neutrality

- Temporary work ban
- Competitive RFP requirements
- Public disclosure of workforce data
- Domestic assembly procurement and supply chains
- Worker safety protections

In manufacturing, PLAs, CWAs, and apprenticeship utilization cannot be required per the National Labor Relations Act. However, if there is public money spent on a project, the state can require workforce, environmental, and equity conditions as eligibility criteria for allocating those funds.