



Local Hire/Workforce Training Subcommittee

Context and Approach:

The Local Hire/Workforce subcommittee’s recommendations include policies, investments and partnerships with local organizations that are designed to increase the numbers of Richmond residents that are prepared for and secure construction and non-construction jobs at the Berkeley Global Campus. The recommendations call for the University and the LBNL to:

- Set percentage goals for the numbers of local and disadvantaged residents that are employed
- Expand workforce training programs and options
- Establish fair chance policies and provide support for individuals with criminal convictions
- Adopt labor standards that support union employment and provide family sustaining wages and benefits

Process:

- **Inclusive Input from wide-ranging collaboration including:**

- Community Working Group members
- For Richmond
- Richmond Works
- CCISCO
- Contra Costa Labor Council
- AFSCME 3299
- ACCE
- Haas Institute
- Safe Return Project

- Rubicon
- Contra Costa County Building & Construction Trades Council
- UCB/LBNL

Local Hire/Workforce Training Subcommittee

	Recommendation	Strategy
	1. To ensure a minimum number of local and disadvantaged workers are able to work on the construction of the BGC the University & the LBNL should adopt the following definition of local and goals.	<ul style="list-style-type: none">• Local: Richmond and North Richmond, Unincorporated areas of North Richmond). Second priority: San Pablo.• Goal: 30% of total hours worked on a craft by craft basis.• 30% of apprentice hours on a craft by craft basis, from local disadvantaged workers.• Disadvantaged: unemployed Veterans, previously Incarcerated, emancipated foster youth, homeless, those on extended unemployment, chronically unemployed.
	2. To strengthen existing construction career pathways and employment	<ul style="list-style-type: none">• Designate a project manager to coordinate and ensure construction career pathways• Fund workforce training needs related to the BGC• Fund supportive services for low-income and disadvantaged local workers• Sign a Project Stabilization Agreement with the Contra Costa construction trades

Local Hire/Workforce Training Subcommittee

	Recommendation	Strategy
	3. To ensure operations and maintenance provide employment opportunities to local and disadvantaged workers; to ensure fair labor standards and ensure BGC jobs support families	<ul style="list-style-type: none">• Set a goal that 50% of new hires in operations will be local residents• Set a goal that 30% of new hires in operations jobs will be disadvantaged workers• Commit to ensuring workers at the new campus are covered under the same collective bargaining agreements as workers doing comparable work at the main campus• Commit to not contract or subcontract for any service that is customarily performed by employees at the main campus.• Commit to direct UCB/LBNL employment of workers doing comparable work at buildings owned by private entities• Commit to pay the same wages and provide the same benefits as UC workers performing comparable work• Ensure to a minimum pay that is higher than Richmond Living Wage and UC minimum• Fund workforce training needs related to operations jobs• Fund supportive services for low-income and disadvantaged workers
	4. Strengthen pathways between local NON construction training programs and pathways and NON construction jobs at the BGC	<ul style="list-style-type: none">• Designate a project manager to coordinate and ensure non construction career pathways• Fund workforce training needs related to the BGC• Fund \$1million annually for supportive services for low-income and disadvantaged local workers

	Recommendation	Strategy
	5. Ensure Fair Chance Employment policies for both Construction and Non- Construction such that no applicant can be denied a job simply because of prior criminal conviction	<ul style="list-style-type: none">• Remove questions regarding prior criminal convictions• No inquiry into applicant’s conviction history• If inquiry required by law, then only after applicant deemed otherwise qualified and offered a job• Employers to consider: only if job-related conviction, time elapsed since offense, evidence of rehabilitation activities or mitigating circumstances• If rejected for employment: written notice of potential rejection including how the conviction may related to job, opportunity to correct inaccuracies, or offer evidence of rehabilitation or mitigating circumstances• No consideration of: arrest without convictions, dismissed or expunged convictions, juvenile convictions, convictions more than 7 years old, misdemeanors, infractions.