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

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.
     - 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**
   - 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

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<th>Strategy</th>
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| **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** | - 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** | - 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 |
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<th>Recommendation</th>
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<tr>
<td>5. Ensure Fair Chance Employment policies for both Construction and Non-</td>
<td>- Remove questions regarding prior criminal convictions</td>
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<td>Construction such that no applicant can be denied a job simply because of</td>
<td>- No inquiry into applicant’s conviction history</td>
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<td>prior criminal conviction</td>
<td>- If inquiry required by law, then only after applicant accounted</td>
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<td>deemed otherwise qualified and offered a job</td>
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<td>- Employers to consider: only if job-related conviction, time elapsed</td>
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<td>since offense, evidence of rehabilitation activities or mitigating</td>
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<td>circumstances</td>
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<td>- If rejected for employment: written notice of potential rejection</td>
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<td>including how the conviction may related to job, opportunity to</td>
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<td>correct inaccuracies, or offer evidence of rehabilitation or</td>
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<td>mitigating circumstances</td>
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<td>- No consideration of: arrest without convictions, dismissed or</td>
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<td>expunged convictions, juvenile convictions, convictions more than 7</td>
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<td>years old, misdemeanors, infractions.</td>
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