

## **BINDING COMMITMENT TO LOCAL HIRE GOALS**

To better ensure full and equitable opportunities for local area residents to participate in employment opportunities that arise in the construction of the Berkeley Global Campus, the University of California\* will incorporate in any Community Benefits Agreement and/or Development Agreement enforceable policies encouraging the hiring and retention of Richmond, North Richmond and San Pablo residents.

## **SPECIFICS**

(a) A Community Benefits Agreement and/or Development Agreement should incorporate construction hiring goals for itself, private developers and all contractors employers at the BGC that mirror those goals set forward in the recently adopted City of Richmond resolution. The City of Richmond has had a local hire ordinance in place for many years and the limited number of City projects indicates Local Hire goals are being met.

(1) **BGC (Construction) Employment:** that a minimum thirty percent (30%), on a craft by craft basis, of the total work hours for each contract or project be performed by Richmond, North Richmond and San Pablo residents, and that a minimum of twenty-five percent (25%) of all New Hires, on a craft by craft basis, for each contract or project shall be Richmond, North Richmond and San Pablo (possibly include El Sobrante residents for the duration of the contract or project.

The University of California and the Contra Costa Building and Construction Trades Council coordinate efforts with the following organizations and community based groups to assist in achieving this goal:

- Contra Costa Building Trades and their jointly managed apprenticeship programs
- Richmond Build
- Richmond WDB

The following disadvantaged groups will be targeted for recruitment:

- Unemployed veterans (Helmets to Hardhats)
- Previously incarcerated
- Emancipated foster children
- Homeless
- Those on extended U.I
- Chronically unemployed

(b) **Apprentices-** Each Construction Contractor or Subcontractor performing work on a project at the BGC shall employ in its regular workforce Richmond, North Richmond and San Pablo residents who are enrolled and participating in an apprenticeship program.

Such an apprenticeship program must have been approved by the State Department of Industrial Standards. The expected number of apprentices will vary based upon the availability of Richmond, North Richmond and San Pablo Residents indentured in the various apprenticeship programs.

## **IMPLEMENTATION**

An effective Local Hire program will require active monitoring to assure success. Consideration should be given to having the Richmond Workforce offices serve as monitor. There must be teeth to any local hire goal that would apply to an employer not showing a best-case effort to achieve goals.

It was suggested that where an employer needs to improve in meeting local hiring goals, a dual notification be sent to the developer and/or employer and the unions.

## **PLA**

The Subcommittee agrees that the CBA and/or DA require that all construction on the campus site be done under a PLA with the Contra Costa Building and Construction Trades Council. Any PLA must specially include the details, implementation and enforcement of Local Hire provisions.

\* **Note-** LBNL projects at the site may not There have been prohibitions on Local Hire mandates applying to Federally funded projects. It was also reported that the Federal DOT has established a pilot project in L.A that allows for local hire goals.