

1. UCB and LBNL will sign a legally binding agreement to ensure a minimum number of local and disadvantaged workers are able to work on the construction of the BGC

| Recommendation | Strategies/Programs | Partners | Beneficiaries | Expected Results | Performance Measures | Notes: |
|---|---|---|--|--|---|--------|
| | UCB/LBNL will: | In Partnership with: | For the Benefit of: | For these Results: | Measured by: | |
| UCB and LBNL sign a legally binding agreement to ensure that construction employment opportunities for local and disadvantaged workers | A. Residents of Richmond and North Richmond (Including unincorporated areas of North Richmond) will be given priority for jobs at the BGC. The second priority if the local goal cannot be met will be residents of San Pablo. | Building Trades Richmond BUILD City of Richmond | Local Residents Workers with barriers to employment | Increased employment of local residents on construction jobs at the BGC | Monthly reports based on payroll records showing total hours worked on a craft-by-craft-basis | |
| | B. Local hire goal for construction jobs is 30% of total hours worked on a craft-by-craft basis. | Employment Development Department For Richmond | Local Merchants | Increased participation of | | |
| | C. 30% of apprentice hours for construction job on a craft-by-craft basis will be from local disadvantaged workers. | UCB/LBNL West Contra Costa Unified School District | Local Economy City of Richmond | Increased employment of disadvantaged workers on construction jobs at the BGC | Monthly reports based on payroll records showing total hours worked on a craft-by-craft-basis | |
| | D. Definition of disadvantaged are local residents as defined in Strategy A above who are Unemployed Veterans, Previously Incarcerated, Emancipated Foster youth, Homeless, those on extended unemployment, chronically unemployed. | Richmond Chamber of Commerce Contra Costa College | | Increased participation of disadvantaged workers in the local building trades unions | Determination of status to be provided by the City of Richmond | |

2. UCB and LBNL will enter into a legally binding agreement with the community obligating them to the following goals and conditions to ensure construction career pathways and employment

| Sub Recommendation | Strategies/Programs | Partners | Beneficiaries | Expected Results | Performance Measures | Notes: | |
|---|---------------------|--|--|---|---|--|--|
| Recommendation | UCB/LBNL will: | In Partnership with: | For the Benefit of: | For these Results: | Measured by: | Notes: | |
| To strengthen pathways between local construction training programs and pathways and construction jobs at the BGC | A. | Designate a project manager to coordinate contractors, unions, city, community-based organizations, and educational partners to ensure construction career pathways. | contractors, unions, city, and community-based organizations West Contra Costa Unified School District Contra Costa College | Local Residents Contractors City of Richmond Local economy | enrollment into apprenticeship programs | Employment data | |
| | B. | Fund workforce training needs for construction and non-construction jobs related to the BGC by paying at minimum \$1 million annually indexed to inflation into a job training fund. | RichmondBUILD The Contra Costa Building and Construction Trades Council 4 Richmond Contra Costa College And other programs with a good track record of placing graduates and clients into construction jobs. | Richmond residents that have completed union apprenticeship or union recognized training programs e.g. RichmondBUILD Richmond residents that meet the BGC disadvantaged worker criteria. | An increase in numbers of Richmond residents that earn family sustaining wages. An increase in the numbers of disadvantaged women and men that are prepared for careers in the construction industry, including the opportunities associated with the BGC. | The number Richmond residents that are employed as apprentices or sponsored workers on BGC Construction projects. The numbers of disadvantaged women and men that are prepared for, and secure work on BGC construction projects. | |
| | C. | Fund supportive services for low-income and disadvantaged local workers, and residents seeking construction and non-construction employment at BGC by paying at minimum \$1 million annually indexed to inflation into a supportive services fund. | Training and services organizations serving local residents | low income workers disadvantaged local workers residents seeking employment at BGC | Increased capacity for supportive services Increased number of local low income and disadvantaged residents entering the workforce at BGC | | |
| | D. | Enter into Project Stabilization Agreement covering the construction of the BGC with the Contra Costa Building Trades Council | Contra Costa Building Trades Council Employers | Local residents entering the workforce | Prevailing wages, employer provided health care and pensions, and skill training for local workers | Projects completed on time, on budget, with significant employment of local residents | |

3. UCB and LBNL should ensure BGC operations and maintenance employment opportunities to local and disadvantaged workers, and labor standards that support families.

| 3. UCB and LBNL should ensure BGC operations and maintenance employment opportunities to local and disadvantaged workers, and labor standards that support families. | | | | | | |
|--|--|---|---|---|--|--|
| | Strategies/Programs | Partners | Beneficiaries | Expected Results | Performance Measures | |
| Recommendation | UCB/LBNL will: | In Partnership with: | For the Benefit of: | For these Results: | Measured by: | Notes: |
| Ensure BGC operations and maintenance employment opportunities to local and disadvantaged workers, and labor standards that support families | A. Ensure that 50% of new hires in operations will be local residents | Richmond organizations providing job training and job referral services Unions representing current UC workers Contra Costa Labor Council | Richmond residents and any other individuals who are hired to work at the Berkeley Global Campus. | Increased employment of local residents on non-construction jobs at the BGC | employment data | These services include building maintenance, cleaning or custodial services, dining services, groundskeeping services, laborer services (non construction trade), mailroom services, parking or transportation services, security services |
| | B. Ensure that 30% of new hires in operations jobs will be disadvantaged workers | | | | employment data, including passing of probation Determination of disadvantaged status by the City of Richmond | |
| | C. Workers at the new campus will be covered under the same collective bargaining agreements as workers doing comparable work at the main Berkeley campus. UCB/LBNL will not contract or subcontract for any service that is customarily performed by employees of the University at its Berkeley campus. These services will be performed exclusively by employees who are directly employed by the UC who hold positions in the same title codes that perform such work at the Berkeley campus. These positions shall be placed in the same collective bargaining units that contain those respective title codes at the Berkeley campus. Any contract, subcontract, lease, purchase order, public private partnership or other agreement regarding development or operation of any building or service at the Berkeley Global Campus will specify that University employees shall perform these services. | | | | Coverage of new workers under existing collective bargaining agreements. | |
| | D. Workers at BGC doing work comparable to work at UCB/LBNL at buildings that are owned by private entities will be directly employed by UCB or LBNL. | | | | | |
| | E. Workers at the new Global Campus will earn the same wages and benefits as UC workers performing comparable work at the main Berkeley campus. UCB/LBNL shall compensate its non-construction employees with a total compensation package, including fringe benefits, valued on a per-employee basis, the value of which is not less than the average per-employee value of total compensation, including fringe benefits, for employees of the University of California who perform comparable work at the main Berkeley campus. | | | | Total compensation (including fringe benefits) received by workers at the Berkeley Global Campus compared to workers at the Berkeley campus. | |
| | F. Wages at the new campus must be higher than both the Richmond Living Wage and the UC minimum wage. Non-construction employees at the BGC shall be compensated at no less than the amount that would be required for a "Contractor" under the City of Richmond Living Wage Ordinance (Municipal Code, Chapter 2.60), or wage required of contractors with the University of California, whichever is higher. | | | | Wages received by workers at the Berkeley Global Campus. | |

4. UCB and LBNL will enter into a legally binding agreement with the community obligating them to the following goals and conditions to ensure non-construction career pathways and employment

| Recommendation | Strategies/Programs | Partners | Beneficiaries | Expected Results | Performance Measures | Notes: |
|--|---|--|---|---|---|--------|
| Recommendation | UCB/LBNL will: | In Partnership with: | For the Benefit of: | For these Results: | Measured by: | Notes: |
| <p>To strengthen pathways between local NON construction training programs and pathways and NON construction jobs at the BGC</p> | <p>A. Designate a project manager to coordinate unions, city, community-based organizations, and educational partners to ensure non-construction career pathways.</p> | <p>unions, city, and community-based organizations</p> | <p>Local residents Local disadvantaged residents</p> | <p>An increase in numbers of Richmond residents that earn family sustaining wages.</p> | | |
| | <p>B. Fund workforce training needs for construction and non-construction jobs related to the BGC by paying at minimum \$1 million annually indexed to inflation into a job training fund.</p> | <p>City of Richmond Employment and Training Dept. 4 Richmond Contra Costa College UC unions And other programs with a good track record of placing graduates and clients into non-construction jobs.</p> | | <p>An increase in the numbers of disadvantaged women and men that are prepared for careers at the BGC.</p> | <p>The number of local residents that are employed at the BGC. The numbers of local disadvantaged women and men that are prepared for, and secure work at the BGC.</p> | |
| | <p>C. Fund supportive services for low-income and disadvantaged local workers, and residents seeking construction and non-construction employment at BGC by paying at minimum \$1 million annually indexed to inflation into a supportive services fund.</p> | <p>Training and services organizations serving local residents</p> | <p>low income workers disadvantaged local workers</p> | <p>Increased capacity for supportive services Increased number of local low income and disadvantaged residents entering the workforce at BGC</p> | | |
| | <p>D. Identify non-construction job-related needs at the BGC and partner with unions, city, community-based organizations, educational partners and other stakeholders if appropriate to develop curriculum and hands-on experience that supports training programs and pathways to employment.</p> | <p>unions, city, community-based organizations, educational partners and other stakeholders if appropriate</p> | <p>residents seeking employment at BGC</p> | <p>Increased number of local low income and disadvantaged residents entering the workforce at BGC</p> | | |

5. UCB and LBNL will 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

| Sub Recommendation | Strategies/Programs | Partners | Beneficiaries | Expected Results | Performance Measures | |
|--|--|---|-------------------------------------|---|--|--------|
| Recommendation | UCB/LBNL will: | In Partnership with: | For the Benefit of: | For these Results: | Measured by: | Notes: |
| <p>To ensure employers, including contractors, at the BGC comply with policies ensuring fair chance employment such that no applicant denied a job simply because an applicant has a prior criminal conviction.</p> | A. Removal of any questions regarding prior criminal convictions from employment application forms, including options to self-report prior criminal convictions. | <p>City of Richmond</p> <p>Unions</p> <p>Community organizations and agencies working with people with criminal records</p> <p>UCB/LBNL</p> | <p>People with criminal records</p> | <p>Reduced barriers to employment</p> <p>Increased employment of local disadvantaged residents</p> <p>A policy where E-verify is not used for employment at the BGC</p> | <p>Numbers of disadvantaged workers employed at the BGC, especially those with criminal records, to be reviewed every six months</p> <p>e-verify is not required</p> | |
| | B. No inquiry into an applicant's conviction history, unless required by state or federal law. | | | | | |
| | C. If a criminal background investigation is required by state or federal law, the background screening shall be conducted after the employer has determined that the applicant is otherwise qualified, and the employer has made a conditional offer of employment. | | | | | |
| | D. The employer's consideration of a conviction record will be limited to a substantially job-related conviction and the employer must consider time elapsed since the offense and any evidence of rehabilitation or other mitigating circumstances. | | | | | |
| | E. Prior to a potential adverse hiring decision because of substantially job-related conviction, the applicant must be provided with a written notice of potential rejection including how the conviction may be related to the job, and given the opportunity to correct any inaccuracies in the conviction record information and to offer any other evidence of rehabilitation or other mitigating circumstances prior to final employment decision. | | | | | |
| | F. There will be no inquiry about or consideration of arrests that have not led to a conviction; participation in or completion of a diversion or deferral of judgement program; convictions that have been judicially dismissed, expunged, voided, invalidated or otherwise rendered inoperative; convictions or any other determination or adjudication in the juvenile justice system; convictions that are more than seven years old from sentencing date; misdemeanor convictions; or information pertaining to an offense other than a felony or misdemeanor, such as an infraction. | | | | | |
| | G. An applicant denied employment due to a prior criminal conviction will be informed of the opportunity to apply for a different job. | | | | | |
| | H. The BGC will not participate in the E-verify program or similar employment verification system. | | | | | |
| | I. Job applicants shall be provided notice of all fair chance hiring policies, including job applicant right and employer obligations, at the time of initial application. | | | | | |
| | J. Employers shall provide data to the City and a complaints process to applicants, to facilitate enforcement of fair chance policies. | | | | | |
| | K. The complaints process will be administered by the UCB/LBNL Review Committee and include a seat reserved for representatives of the community. | | | | | |

6. UCB and LBNL should allow community representative to monitor and enforce the recommendations presented by the Subcommittee.

| Sub Recommendation | Strategies/Programs | Partners | Beneficiaries | Expected Results | Performance Measures | Notes: |
|--------------------|---|---|------------------------|--|---|--------|
| Recommendation | UCB/LBNL will: | In Partnership with: | For the Benefit of: | For these Results: | Measured by: | Notes: |
| | A. Establish a committee to ensure the success of the benefits that are agreed upon. The committee will have community representation and will represent the community members intended to benefit from the community benefits agreement. | Community members, City of Richmond, and any other local entities that are part of the strategy | All local stakeholders | Effective moderating and enforcement of committee recommendations by community representatives | Quarterly monitoring reports demonstrating the effectiveness of the benefits recommended. | |