CWG November 30 Community Briefing

Local Hire and WFT Wall Chart notes

Process page:

- This all must be constructed to evolve. This needs to have specific mechanisms for learning and re casting.

Community Comment page below:

- An enforceable <u>binding </u>contract is key to making UCB adhere to its promises **(1 dot)**
    - UC should sign a legally- binding <u>Community Benefits Agreement</u>
- UC must adopt all recommendations not just the cheapest or easiest
- Absolutely binding compact
- Union and worker-owned jobs only. 15% of subcont. to worker-owners/cooperative businesses. **(4 dots)**
- UC should pay $1 million annually into a job training fund
- UC should pay $1 million annually into a job training always. This is the best way that they can prepare the Richmond community for this project.

Rec #1: Min number of local and disadvantaged workers (61 dots)

Rec #2: Strengthen existing construction pathways (36 dots)

Community Comment page below:

- Include ESL (English Language) classes in workforce development (ditto!)
- Prioritize female head of household fo job training and jobs (ditto!)
- Include health and safety training
- Put Sam Pablo in first tier!!! (2 dots)
- Agree ↑
- Childcare on campus!!!
- All workers should earn at least the Richmond or CU minimum wage (which ever is higher)
- In partnership with WCCUSD and CCCD!
- All workers need to be UC employees! (No contract workers!)
- We want 50% hire of Richmond residents
- Es un muy Buena opportunidad para la comunidad puedan obener empleo en la construccion y otros trajajos asi que no se olviden de contratar gente de nuestra comunidad
- Los readentes locales seran contratados para el 30% de los empleos en la construccion y el 50% de los empleos de oparacions
- UC pagara 1 millo aun fondo decacitacio laboral y 1 million ___ para servicio de Apollo

- All workers need to be UC employees not contractors
- All workers should earn at least the Rich min way/UC minimum wage (whichever is greater); Want to make sure all workers are directly employed by UC (same pay/benefits); 30% local hire for construction 50% for operations jobs
- Todos los trabajadores ganaran al menos el salariop diaro de Richmond y el minimo de la Universidad.
- Create a program for undocumented residents willing to work in the construction and maintenance of GBC.
- La Universidad ehbara en un _____ de projecto de trabajo para garantizar empleos de calidad y el acceso local a los trabajadores de construccion, por que el lo justo

Rec 3: To ensure operations and employment opps to local and disadvantaged workers (75 dots)

Strategy: 50% goal of new hires are local (1 dot)

Strategy: 30% goal of new hires are disadvantaged (1 dot)

Strategy: Commit to not contract or subcontract for services customarily performed by employees as main campus: (3 dots)

Strategy: Ensure min pay that is higher than Richmond Living wage and UC min (1 dot)

Rec 4: Strengthen pathways between local NON construction training programs pathways and NON const jobs at BGC (4 dots)

Strategy: Fund$1M/yr for supportive services (2 dots)

Community Comment page below:

- Because UC Berkeley is a state entity, they are not bound by the city minimum wage laws. The Richmond living wage is $17/hr and UC Berkeley should be bound to that, not the UC minimum wage ($15/hr)!!!
- No to outsourced, exploitative jobs
- We demand, at the UCB Student Labor Committee, that there be not subcontracted labor on the new Richmond campus. All workers should be direct hired to esure that receive a living wage, benefits, a union, & healthcare. Raise up Richmond!
- All operations hires should be hired directly by UC w/ some pay and benefits as ?????
- Local Hire = 30% construction; 50% operations
- Local residents should be hired for 30% construction and 50% operations jobs.
- La Universidad entrara en un Aeverdo de poyecto de trabajo para garantizar empleos de calidad y el acceso local a los trabajadores de construction

- Local resident need to be hired for 30% construction and 50% jobs and be paid UC minimum wage $15 per hour
- UC payara $1 million al ano a un fondo de capacitacion laboral y 1 million al ano para un fondo de servision de apoyo
- We need fair chance hiring for people with criminal records.
- Funding for construction related workforce training and supportive services is <u>critical</u>.
- All workers should earn at least the Richmond living wage and UC minimum wage. The word "and" is used b/c Berkeley plan s to make it 15 an hour but do not know when they will implement it.
- Todos los trabajadores sean contratcidos directaments por la Universidad y recibaran los mismos salaries y beneficio que los trabajadores en el campus principal. Por que pienzo que es lo just.
- Local Hire and Living Wage!
- Construction is short term. It's the long-term that makes the most impact.
- UC Should employ all jobs directly and offer the same benefits UC employees even contract workers
- Plan how to reconcile union hiring for construction jobs with these goals.

Recommendation #5. Ensure Fair Chance Employment policies for both construction and non-construction. (85 dots)

- Ban the box at UCB
- Ban the box
- <u>Ban the box:</u> Really Important!
- Remember that some convicted felons got their conviction at 17 years old that is considered an adult and can ruin the rest of their lives without a fair share at employment.
- Ban the Box!
- Lawyers committee on civil rights under law has developed guildeines for empoloyers on a poper use of criminal records in hiring; those should be sonsidered a baseline/minimum.
- Trabajadores desfavoreados seran contratados para el 30% de los empleos de operacion y el 30% de las horas de aprendiz en la construccion.
- Todos los trabajadores seran contratados directamente por la Universidad y recibiran los mismos salaries y beneficio que los trabajadores en el campus principal.