

# Community Benefits Agreement

## Putting Californians to Work

The California High-Speed Rail Authority (Authority) Community Benefits Agreement (CBA) is designed to help find construction jobs and training opportunities for residents who live in economically disadvantaged areas along the high-speed rail corridor. The CBA supports employment of individuals who reside in Disadvantaged Areas, and those designated as Disadvantaged Workers, including veterans. It also helps remove potential barriers to Small Businesses (SB), Disadvantaged Business Enterprises (DBE), Disabled Veteran Business Enterprises (DVBE), Women-Owned Businesses and Microbusinesses that want to participate in building the high-speed rail system.

### WHAT IS THE COMMUNITY BENEFITS AGREEMENT?

The CBA is based on the Community Benefit Policy (Policy), which promotes employment and business opportunities during the construction of the high-speed rail project. The Policy was approved by the Authority's Board and signed by Authority's Chief Executive Officer in December 2012.

The CBA is a cooperative partnership and commitment between the Authority, skilled craft unions and contractors. It promotes and advances training opportunities for all individuals. Priority is given to Targeted Workers and individuals designated as Disadvantaged Workers.

The intent of the Community Benefits Agreement (CBA) is to ensure that efforts are made by all parties toward achieving:

- Identification and retention of a skilled workforce;
- 30 percent National Targeted Worker Hiring, of which 10 percent of these hours are to be performed by disadvantaged workers;
- Expedient dispute resolution processes, thereby helping to ensure that the project is delivered on time;
- Single set of work rules and standards;
- Proactive peaceful resolution to all disputes;
- Timely, safe and economical execution of construction projects.

### Jobs for California

The Authority is committed to building a high-speed rail system that keeps jobs in California and the regions where the system is being constructed. Local residents have an opportunity to participate in job training and apprentice programs that will prepare them for working on high-speed rail and other construction projects. They can also get jobs with the growing number of small businesses that are working on high-speed rail.



Crafts and trades that will be utilized on the high-speed rail system include:

- Carpenters
- Electricians
- Irrigation Workers
- Laborers
- Landscapers
- Masonry Workers
- Steel Workers
- Inspectors
- Welders
- Operating Engineers
- Painters
- Plumbers
- Signage
- Sheet Metal
- Iron Workers
- Teamsters
- Field Soils Material Testers

## WORKING UNDER THE COMMUNITY BENEFITS AGREEMENT

The CBA functions as a pre-hire collective bargaining agreement that covers employees once they sign on to work on high-speed rail projects. It establishes terms and conditions of employment and provides guarantees against work stoppages, strikes and lockouts due to labor disputes and grievances. The agreement also assures taxpayers that the high-speed rail project will be finished in a timely and economical manner. All design-build contractors working on the high-speed rail program must agree to the CBA and designate a jobs coordinator who will be responsible for the implementation of the National Targeted Hiring Program.

The CBA permits all qualified contractors and subcontractors to bid for and be awarded work on the Authority's construction contracts without regard to whether they are otherwise parties to collective bargaining agreements. Similarly, workers are not required to join a union organization to be hired or dispatched for work on the Authority's construction contracts.

Contractors can utilize their own employees as long as they are part of their "core employee" workforce. Those are employees who appeared on the affected contractor's active payroll records for 60 out of 100 days prior to the award of the contract. The CBA allows contractors to use up to five core employees under the one-to-one craft ratio.

For example: if a contractor needs seven plumbers to perform on the project. The one-to-one ratio would dictate the following dispatch procedures for the workers:

- **Plumber 1:** Core Employee 1
- **Plumber 2:** Union Hiring Hall Worker 1
- **Plumber 3:** Core Employee 2
- **Plumber 4:** Union Hiring Hall Worker 2
- **Plumber 5:** Core Employee 3
- **Plumber 6:** Union Hiring Hall Worker 3
- **Plumber 7:** Core Employee 4

Once five core employees have been utilized, the contractor must hire all additional workers from the union hiring hall. It is important to note, however, that the one-to-one ratio is applicable by craft. For example, should a general contractor perform plumbing, sheet metal work, and electrical work, the contractor would be able to utilize five core employees per craft/trade.

## CONSTRUCTION JOBS NOW

High-speed rail is putting Californians to work. Construction started on the initial operating section (IOS) in 2014 in the Central Valley, an area of the state that's struggling to recover from the national recession. The construction industry was hit particularly hard with a 30 percent unemployment rate. High-speed rail construction will certainly help by creating 20,000 construction jobs annually for the next five years in the Central Valley alone. These jobs will go to the people who need them most, providing a significant boost California's economy as a whole.



### CREATING JOB OPPORTUNITIES FOR DISADVANTAGED WORKERS

The Authority has taken steps to ensure that the jobs created by the high-speed rail program will benefit disadvantaged populations with the implementation of the CBA. This agreement contains a Targeted Worker Program. It ensures that 30 percent of all project work hours are performed by National Targeted Workers and at least 10 percent of those work hours shall be performed by Disadvantaged Workers.

**A Targeted Worker:** An individual whose primary place of residence is within an Economically Disadvantaged Area or an Extremely Economically Disadvantaged Area in the United States.

**A Disadvantaged Worker:** An individual who prior to commencing work on the high-speed rail project, meets the income requirements of a Targeted Worker and faces at least one of the following barriers to employment:

- Being a veteran;
- Being a custodial single parent;
- Receiving public assistance;
- Lacking a GED or high school diploma;
- Having a criminal record or other involvement with the criminal justice system;
- Suffering from chronic unemployment;
- Emancipated from the foster care system;
- Being homeless; or
- Being an apprentice with less than 15 percent of the required graduating apprenticeship hours in a program.

### PRE-APPRENTICESHIP PROGRAM TRAINS FUTURE WORKFORCE

Since June 2014, 81 people have completed the seven-week training session of the Building Trades Pre-Apprenticeship Training Program. They received training in a variety of construction trades. Many participants became apprentices and joined unions for electrical workers, carpenters, laborers and the Teamsters. 64 have obtained jobs. The purpose of the training program ensures that Central Valley job-seekers are qualified and prepared to work on construction projects including high-speed rail.

### SMALL BUSINESS PROGRAM

The Authority's Small Business program seeks to ensure all Small Businesses, Disadvantaged Business Enterprise (DBE), which includes Women-Owned Businesses, Disabled Veteran Business Enterprises (DVBE) and Microbusinesses are given every opportunity to participate in this historic infrastructure project. The Authority has established an aggressive 30 percent goal for small business participation which includes goals of 10 percent for DBEs and 3 percent for DVBEs.



### ARE YOU LOOKING FOR A JOB IN THE CONSTRUCTION INDUSTRY?

The Fresno Workforce Investment Board (WIB) is helping to connect people with pre-apprenticeship programs where they can learn about a number of construction crafts. They can also get potential workers connected with labor and trade organizations in the Central Valley and around the state. Visit the Fresno WIB website at [www.hsrjobs.com](http://www.hsrjobs.com).

If you are interested in a career with the California High-Speed Rail Authority, visit our Human Resources webpage at

<http://www.hsr.ca.gov/About/Careers/index.html>.



Participants of the pre-apprenticeship program learn skills that will qualify them to be apprentices and journeymen in the construction industry.

## COMMUNITY BENEFITS AGREEMENT FREQUENTLY ASKED QUESTIONS (FAQS)

### ***Must I join the union to participate?***

Under the CBA, all qualified contractors and subcontractors can bid for and win contracts to work on high-speed rail without regard to whether they are parties to collective bargaining agreements. Similarly, workers are not required to join a union organization to be hired or dispatched for work on the Authority's construction contracts.

### ***I am a laborer by trade but I've never gone through a formal training program.***

#### ***Can I be hired?***

There are numerous ways to access job opportunities information on the Authority's projects. The Fresno Regional Workforce Investment Board (WIB) is offering pre-apprenticeship and journeyman update classes. For more information about the training program, visit the Fresno Regional WIB website at [www.hsrjobs.com](http://www.hsrjobs.com).

You can contact the local Laborers Union for additional information regarding their training program and entrance opportunities.

You can also contact the Authority's Central California Regional Office in Fresno at (559) 445-5157 or email the Authority at [info@hsr.ca.gov](mailto:info@hsr.ca.gov)

### ***Where can I obtain a copy of the CBA?***

To download a copy of the community Benefits Agreement, visit the Authority's website at [www.hsr.ca.gov/Programs/Construction/community\\_benefits\\_agreement.html](http://www.hsr.ca.gov/Programs/Construction/community_benefits_agreement.html).

### ***Who do I contact for more information regarding the high-speed rail project?***

For more information, please contact:

**California High-Speed Rail Authority**  
**2550 Mariposa Mall, Suite 3015**  
**Fresno, CA 93721**  
**(559) 445-5157**

You can also email the Authority at [info@hsr.ca.gov](mailto:info@hsr.ca.gov) or visit the Authority's website at [www.hsr.ca.gov](http://www.hsr.ca.gov).



Recent graduates of the pre-apprenticeship program proudly display their completion certificates.

