Community Benefits Agreement

WORKING ON THE RAILROAD

The Community Benefits Agreement (CBA) helps small businesses and job seekers who are interested in working on the high-speed rail program. The policy removes barriers and assists small businesses and potential employees with finding and obtaining construction contracts, jobs and training.

THE COMMUNITY BENEFITS AGREEMENT AT A GLANCE

The CBA is an agreement between the California High-Speed Rail Authority (Authority), skilled craft unions and contractors and promotes employment and business opportunities during construction of the high-speed rail project. It grew out of the Community Benefits Policy, which was approved by the Authority Board of Directors in 2012.

WORKING UNDER THE COMMUNITY BENEFITS AGREEMENT

The CBA advances training opportunities for anyone, giving special attention to Targeted Workers and individuals designated as Disadvantaged Workers.

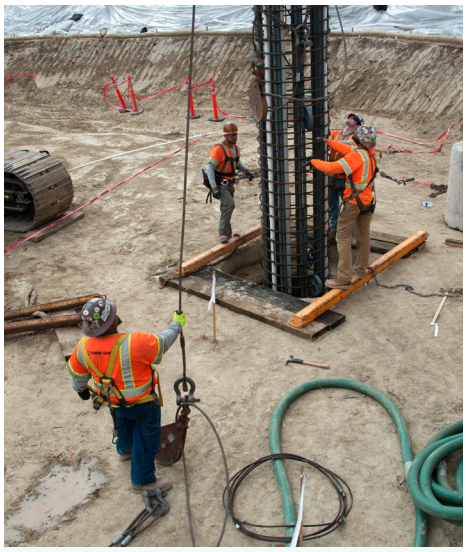
The CBA serves as a pre-hire collective bargaining agreement that covers employees once they sign on to work on the high-speed rail program. It promotes:

- **Identification and retention of a skilled workforce**
- **30 percent National Targeted Worker hiring goals, of which 10 percent of those working hours will go to Disadvantaged Workers**
- **Expeditious and peaceful dispute resolution process, helping the project to be delivered on time**
- **A single set of work rules and standards which provides guarantees against work stoppages, strikes and lockouts**
- **Timely, safe and economical execution of construction contracts**

Workers are not required to join a union organization to be hired or dispatched to work on construction projects.

Under the CBA, all qualified contractors and subcontractors can bid for and obtain work on the high-speed rail program whether or not they are parties to collective bargaining agreements.

All design-build contractors working on the program must agree to the CBA and designate a jobs coordinator who will implement the National Targeted Hiring Program.



NEED HELP FINDING A CONSTRUCTION JOB?

The Fresno Workforce Investment Board (WIB) connects people with training and jobs. To sign up to get in pre-apprenticeship training or connect with labor and trade organizations, visit ***www.hsrjobs.com***.

If you are interested in a career with the California High-Speed Rail Authority, visit: ***www.hsr.ca.gov/employment***

JOB OPPORTUNITIES FOR TARGETED AND DISADVANTAGED WORKERS

The CBA's Targeted Worker Program ensures that 30 percent of all project work hours are performed by National Targeted Workers and at least 10 percent of those hours will be performed by Disadvantaged Workers.

A Targeted Worker : An individual (household income between $32,000 and $40,000 a year) 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 (household income less than $32,000 a year) who meets the income requirements of a Targeted Worker and faces at least one of the following barriers to employment prior to commencing work on the high-speed rail program:

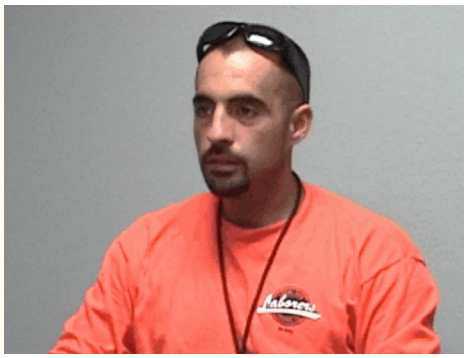
- **Being a veteran**
- **Being a custodial single parent**
- **Receiving public assistance**
- **Lacking a GED or high school diploma**
- **Having a criminal record or other involvement with the criminal justice system**
- **Suffering from chronic unemployment**
- **Emancipated from the foster care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

PRE-APPRENTICESHIP TRAINING

Since June 2014, 500 people have completed the six-week training session of the Building Trades Pre-Apprenticeship Training Program. After taking classes in a variety of construction trades, 86 percent of students have been placed in jobs in the private sector. Many trainees have landed work on high-speed rail, like Patrick McCarthy.

A stint in prison prevented him from getting more than minimum wage jobs. After graduating from the pre-apprenticeship training, he joined the Laborer's Union, and it wasn't long before he was called to work on high-speed rail. "They check to see if you are on time, how's your work ethic, your attitude—all the things you need to do to succeed in life in general," McCarthy said. "You have to work hard, but my experience has honestly been life changing." Earning $1,100 to $1,200 per week has given him a chance to support himself and his children.

Patrick McCarthy said time in prison hampered his ability to get anything more than minimum wage jobs. After participating in the Pre-Apprenticeship Training Program, he joined the high-speed rail program, where higher wages allow him to support himself and his children.



CRAFTS AND TRADES NEEDED TO BUILD HIGH-SPEED RAIL

- 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