

# 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:

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  - Identification and retention of a skilled workforce
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  - 30 percent National Targeted Worker hiring goals, of which 10 percent of those working hours will go to Disadvantaged Workers
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  - Expeditious and peaceful dispute resolution process, helping the project to be delivered on time
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  - A single set of work rules and standards which provides guarantees against work stoppages, strikes and lockouts
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  - 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](http://www.hsrjobs.com).

The Central Valley Training Center in Selma provides pre-apprenticeship classes and hands-on construction industry training for residents up and down the Central Valley looking for work on the High-Speed Rail project. Find out more or register at [cvtcprogram.com](http://cvtcprogram.com).

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



**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

**CENTRAL VALLEY TRAINING CENTER**

What was once an empty 28,000 square-foot warehouse in Selma is now a one-of-a-kind classroom home to the Central Valley Training Center (CVTC) built by its very own students.



CVTC provides veterans, at-risk young adults and low-income people from the Central Valley with a comprehensive and innovative look into careers in more than 10 different construction trades. Students like Arturo Garza receive pre-apprenticeship and hands-on construction training from professional carpenters, cement masons, electricians and other specialists.

“The program is well worth it,” said Garza. “It’s a challenge because a lot of people need to work, but the sacrifice is well worth it because at the end of the day, we get these certifications in hopes to get a high-paying job. A little sacrifice is nothing compared to the reward.”

Visit [cvtcprogram.com](http://cvtcprogram.com) for more information on the program or to sign up.



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