

Race to the top:

Building a High Road Battery Manufacturing Industry through PowerForward

June 13, 2024

What we'll cover today...

- What is the high road?
- The high road & federal opportunity (Betony Jones, DOE)
- Real talk with high road employer Gillig (Derek Maunus, Gillig)
- The high road + PowerForward application
- Q&A

Please send in questions as they come up using the Q&A feature at the bottom and we'll respond at the end!

What is the high road?

“A high-road economy is based on **quality jobs, equity for disadvantaged communities, and environmental sustainability**. In a HR economy, firms compete by capturing the value of innovation, quality, and worker skill, rather than pursuing a ‘low-road’ race to the bottom based on low wages and cutting corners.”

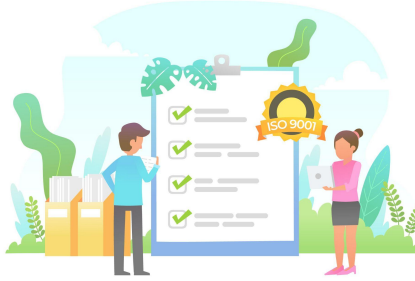
— *California ZEV Strategy (2021)*

High-road objectives of PowerForward



Environmental Sustainability

- Accelerate deployment of zero-emissions technologies and reduce GHG emissions
- Mitigate production-related emissions and local environmental impacts



Job Quality

- Health and safety on the job
- Good wages and benefits
- Support workers' rights and their voice at work
- Skilled and trained construction workforce



Equity

- Recruit and retain workers from disadvantaged communities
- Partner with labor and community organizations

Why take the high road?

- Good for business
- Good for workers
- Good for communities
- Good for the environment

*When all these groups are working together, you can move *fast!*

Betony Jones

Labor Advisor to Secretary Granholm

Director, Office of Energy Jobs

US Department of Energy

Real talk with Derek Maunus

President and CEO

Gillig

Developing High-Road Agreements for PowerForward Applications

Francisco Arzú

Co-Director, Green Economy Program
UC Berkeley Labor Center

High-Road Agreements

OVERVIEW

- Partnerships with workforce and community-based organizations
 - Construction agreements
 - Operations agreements
 - Community agreements
 - Where to begin?
-

Partnerships Are Key!

PowerForward applicants should be developing partnerships with **workforce** and **community-based organizations** to develop robust strategies around job quality, training, and community benefits.

Partnerships may involve formal agreements or MOUs, as well as letters of support.



Unions as Partners

“Should I be scared?”

No! Union partners
want to see your
project succeed

- By protecting workers’ interests, unions can also protect employers’ interests:
 - Recruitment and retention
 - Diversity and equity
 - Health and safety
 - Training, innovation, and quality
 - Agreements with unions can make a project move faster, without interruptions
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Construction Agreements

Project Labor Agreements (PLAs): Pre-hire collective bargaining agreements between a project owner, developer, and or prime contractor and the regional Building Trades Council

PLAs often include:

- Agreement to use a skilled and trained, union workforce
- Wage and benefit provisions
- Prohibitions of work stoppage
- A timely dispute resolution process
- Local or targeted hire provisions

Benefits of PLAs:

- Ensuring availability of trained workforce
- Preventing workforce-related project interruptions and unexpected costs
- Job quality, long-term career pathways and equity strategies for workers
- Improved health and safety, and quality of work outcomes

Operations and Maintenance Agreements

Card Check Neutrality Agreements: An agreement between a union and an employer committing to:

- Neutrality if workers decide to organize into a union
- Card check process for verifying union authorization

Labor Peace Agreements: An agreement addressing things like wages and working conditions, and prohibiting work stoppage within the terms of the agreement

Benefits of CNAs and LPAs:

- Preventing workforce-related project interruptions and unexpected costs
- Job quality, long-term career pathways and equity strategies for workers
- Improved health and safety, and quality of work outcomes
- Recruitment and retention

Community Agreements

Community Benefits Agreements: an agreement between community stakeholders and a business bidding for a public contract, which provides a variety of local employment and community benefits in exchange for community support for the project.

Tips:

- Partner with labor and community orgs early, and work with them to define specific, realistic, measurable benefits
- Know that you'll be expected to deliver
- Reach out for help identifying appropriate partners

Benefits of CBAs:

- Building community and labor partnerships, and building a strong base of support for projects
- Defining achievable goals and ensuring accountability

Where to begin?

Start by seeking out information
and advice — *we can help!*

1. Identify your partners
 2. Work with them on
developing commitments
and agreements
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Ways to Demonstrate Commitment

- **Formal agreements with partners** that you can point to that demonstrate you have a plan to achieve a specific goal or measure.
- Signing **Memorandums of Understanding** demonstrating commitment to partner with an organization, and develop a formal agreement.
- Obtaining **letters of support from local groups** that can demonstrate your knowledge of the local community and the efforts you have made to engage with them.
- Listing the organizations that you will look to partner with and what you will be partnering with them on.

Resources

- [California Labor Federation](#)
- [State Building and Construction Trades Council of California](#)
- [Jobs to Move America](#)
- [Community Economic Mobilization Initiative](#)
- [UC Berkeley Labor Center](#)

Technical Assistance from the UCB Labor Center

- 1:1 consultation (Limited to 30 minutes)

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Calendly link: <https://calendly.com/farzu-berkeley/powerforward-support>

Q&A

Thank you!
