



We, the listed organizations, are pleased to announce the creation of the attached updated Community Benefits Agreement (CBA) template, which we have worked together to develop and finalize as the next step in the collective efforts in equitable construction workforce and contracting tools in the region.

**We represent over 200,000 constituents and their families in our collective power. We believe this CBA template is a critical policy step for our region.**

This document builds on the proven results and successful mechanisms of the original City of Portland CBA from 2016, and also includes critical partner input from the entire coalition, as well as lessons learned from the recent Multnomah County Courthouse Project Labor Agreement (PLA). It is essentially the same formula that worked so well on the CBA pilots, but with improvements made, including:

- Adding Responsible Contractor language on page 2 to ensure all contractors awarded work have a high level of standard
- Adding more specific language around Pre-job conferences on page 9 to ensure all contractors have a venue to learn about the Project requirements and are equipped with the tools to succeed



Coalition of Communities of Color

- Adding Apprenticeship programs on pages 18-19 to better specify their role as a critical partner in providing opportunity and access to career pathways in construction for women and people of color
- Increasing the workforce hours percentage goals for women and people of color at both the apprentice and journey level on page 20
- Formalizing the dispatch request requirements of contractors to ensure better documentation of their requests to hire women and people of color on page 21
- Increasing the percentage goal for MWDBE revenue on Projects and creating specific and distinct goals for MBE and WBE firms on page 22

We encourage you to embrace the CBA template and use it on all capital projects over \$5 Million. The listed organizations endorse and recognize the power of this template to promote the diversity goals and, as appropriate and applicable to individual projects, are willing to become signatory to such an agreement to achieve those goals.

We are a broad coalition of community partners who are working together to address the complex issues that have resulted in disparate impacts for communities of color, those with low-incomes, renters, workers, and minority- and women-owned small businesses. We are united in the belief that the benefits of the region's capital investments must be broadly shared, focused particularly on achieving equitable outcomes for communities who have historically been burdened by public investments and development. This CBA outlines best practices and mechanisms for the construction phase of capital projects in the region and is intended to be a template that can also be further built upon in development projects to include operations, housing, sustainability, transportation, and accessibility. This is only the beginning: we believe we can always work to achieve more. To that end, we have also been working in close partnership with the Healthy Communities Coalition to win a broader CBA on Prosper Portland's Broadway Corridor Project.

The CBA has been the single best tool in the region's efforts to achieve the goals of equitable outcomes for diverse, historically excluded community members in the construction industry. Critical to the success of the CBA are the following components:



HEALTHY COMMUNITIES COALITION PDX

- **High road construction career pathways** that pull people out of poverty by placing high priority on registered apprenticeship
- **A collaborative and transparent process** between the involved stakeholders and the Owner
- **Clear and explicit goal setting**
- **Clear engagement and commitment secured by all relevant parties**, specifically including the Owner, training providers, community partners, contractors, and labor unions, **who will become party to a signatory agreement on the respective project**
- **Built-in financial funding and mechanisms to support the necessary community capacity building at the workforce and contractor levels** of not less than 1% of hard construction costs
- **Ongoing real-time data monitoring and meaningful oversight and accountability** through an oversight group composed of all stakeholders – Owner, contractors, labor, and community organizations

Thank you for your consideration and please reach out with any questions. We look forward to partnering with you on this important work.

Regards,

**MAWE Partners and Allies**

