

COMMUNITY BENEFIT AGREEMENTS



- Became an apprentice member of the International Association of Heat and Frost Insulators Local 50 in 1994
- I served as Financial Secretary before being Elected Business Manager in 2003
- Served as Business Manager for 11 years until election to my current position as Executive Secretary-Treasurer of the Columbus/Central Ohio Building & Construction Trades Council in February 2014



Columbus/Central Ohio Building & Construction Trades Council

- 18 Local Unions representing 18,000 members
- Encompass 8 counties
- Includes Columbus and The Ohio State University
- Most work is commercial and government



City of Columbus

- Capital City of Ohio
- Largest city in the state, 14th largest in the country (Population - 870,000)
- Home to the largest college in the country - The Ohio State University (54,000 students)
- Home to American Electric Power, Wendy's, White Castle, Nationwide Insurance, Batelle Institute
- Unemployment Rate in Franklin County is 3.2 %

**AMERICAN
ELECTRIC
POWER**SM

BOUNDLESS ENERGYSM



Community Benefit Agreement

- An agreement between the customer and an entity that requires the customer to provide specific amenities to the local community
- City of Columbus and the Columbus Building Trades
- 1st ever in the City of Columbus / Firestation 35
- Linden Recreation Center



LANGUAGE

- The Parties to this Agreement express their mutual and sincere commitment to the families and quality of life within the City of Columbus by (a) helping to ensure that local building tradespersons and their families directly benefit from the construction of the region 's public and civic infrastructure; (b) supporting a diverse, inclusive local building trades workforce; and (c) supporting the investment made in training local building tradespersons to ensure the highest quality construction.
- the Parties seek to utilize City of Columbus construction projects as training opportunities for residents enrolled in apprenticeship programs certified by the Ohio Apprenticeship Council and/or U.S. Department of Labor, as well as establish strong local workforce recruitment plans, diversity and inclusion plans for signatory unions, and opportunities to assist veterans, displaced workers and formerly-incarcerated persons enter the construction trades workforce.

LANGUAGE

- All work within the scope of this Agreement shall be performed only by Contractors and Subcontractors that are a signatory to this Agreement. All Contractors and/or Subcontractors awarded work within the scope of the Project shall, before beginning any work on the Project, become signatory hereto and apply the terms of the current applicable Local Collective Bargaining Agreement
- The Project has a goal of 20% or more of the total Project work hours to be worked by residents of the City of Columbus. For the purposes of this article, resident of the City of Columbus shall mean the following: a person permanently residing in the City of Columbus; a person working from a pool of labor located in or having jurisdiction in such limits

Recruitment & Outreach

- Within one (1) year of the execution of this Agreement, the CBCTC and its members shall host at minimum of three (3) apprenticeship recruitment events in three (3) designated Celebrate One neighborhoods. Such neighborhoods shall be selected by the Community Workforce & Apprenticeship Committee. In addition to the foregoing, within one (1) year of the execution of this Agreement, the Community Workforce & Apprenticeship Committee, in cooperation with the City of Columbus and the CBCTC, shall host recruitment activities in the five (5) designated Celebrate One neighborhoods not covered by a CBCTC recruitment event. Such activities shall be determined by the Committee, in consultation with organizations dedicated to the advancement of women, minorities, and low-income residents.

Recruitment & Outreach

- The CBCTC shall require its member Unions to establish a written recruitment and retention plan for residents of the City of Columbus
- The CBCTC shall require its member Unions to coordinate with one or more organizations that provide job placement services for displaced workers in the City of Columbus
- The City of Columbus and the CBCTC shall establish the Community Workforce & Apprenticeship Committee (“Committee”). This Committee shall work to develop recruitment strategies for disadvantaged individuals, including racial and ethnic minorities, women, and low-income individuals, enrolling them in apprenticeship programs sponsored by the members of the CBCTC.

How did we get here?

- Marketing, Education and Outreach
- Outreach to Elected officials, candidates and their staffs
- Educating community groups
- Educating General Contractors and Construction Managers



Education & Outreach

- Project Labor Agreements guarantee project delivery safely, on-time, and under budget
- Hire Local
- Diversity and Shared Wealth

MOU's: Franklin County Jail, Huntington Park, Franklin County Hall of Justice



BUILDING FUTURES

- On January 8, 2018, the 1st Cohort of the “Building Futures” pre-apprenticeship program was launched. By utilizing this innovative apprenticeship readiness model, the Columbus/Central Ohio Building and Construction Trades provides the opportunity to a direct path to the middle class for those in the minority community and further diversification of our union trades membership



BUILDING FUTURES

- 12 Week Pre-Apprenticeship Program partnering with Impact Community Action funded by Franklin County
- 4 weeks – soft skill
- 6 weeks – building trades core curriculum
- 2 weeks – trade specific



4 Weeks – Soft Skill

- Attendance, Tardiness, Teamwork
- Math & Reading
- “Wrap around” services
- Barrier Removal
- Career and Financial Counseling



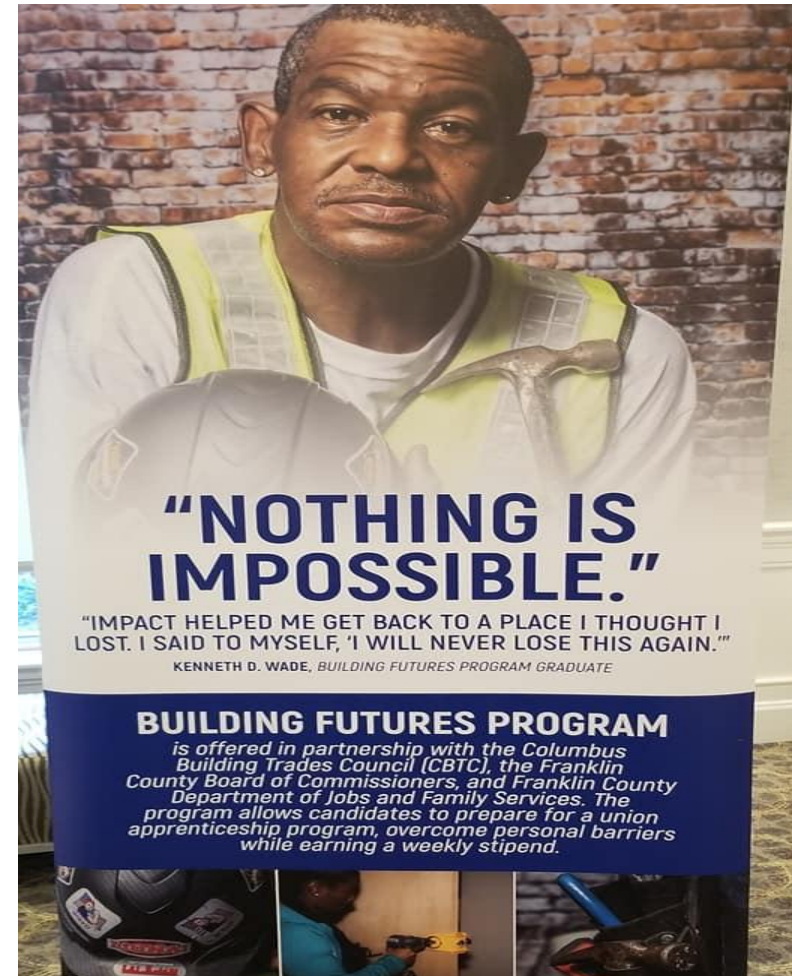
6 Weeks - Core

- Building Trades Core Curriculum
- Reading a tape measure
- OSHA Safety
- Extensive Lab work
- Multi trade presentations



BUILDING FUTURES

- **BENEFITS:** Screening, outreach, barrier removal, exposure to all programs, one point of entry, fully equipped and outfitted
- Gives the local union a better quality candidate
- On going case management
- Successes & Speed bumps



Other examples of CBAs

- Toronto Metrolinx

<http://www.metrolinx.com/en/greaterregion/projects/default.aspx>

- B.C. Pattullo Bridge

<https://www.pattullobridgereplacement.ca/>

CONTACT INFO

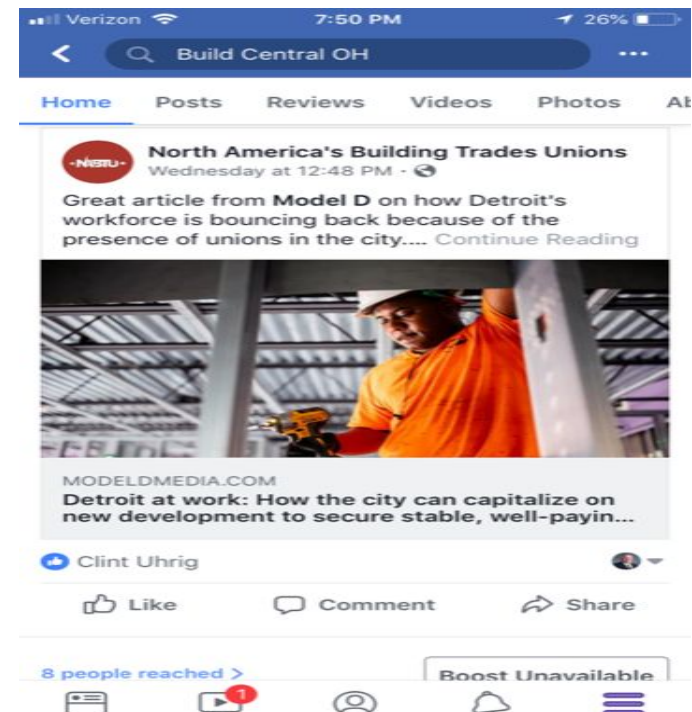
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Toronto Community Benefits Network

<https://www.communitybenefits.ca/>

Community Benefits Coalition of B.C

<http://letsbuildbc.ca/>