

ENFORCEMENT AND ACCOUNTABILITY

Implementation Timeline

CBA commitments will be fulfilled by parties as the project progresses.

COST



UPGRADE **+4 CHIPS**

CBA commitments will be fulfilled by parties following a clear and defined timeline that is decided during negotiations.

ENFORCEMENT AND ACCOUNTABILITY

Enforcement Steps

Failure to meet the terms of the CBA by any signed party constitutes a default if not cured or resolved. Resolution must be attempted.

COST



UPGRADE **+2 CHIPS**

Parties are provided written notice and 60 days to cure an alleged default. Parties may attempt to resolve this at mediation meetings. After 60 days, parties may pursue remedies previously agreed upon.

ENFORCEMENT AND ACCOUNTABILITY

Public Complaint Process

The company will establish a public complaint process and maintain written records of complaints, investigations, and responsive actions taken.

COST



UPGRADE **+1 CHIPS**

In addition, the company commits to responding to public complaints within 15 days.

ENFORCEMENT AND ACCOUNTABILITY

Information Access

The company commits to posting project related information and documents on public website.

COST



UPGRADE **+2 CHIPS**

The company will update their website quarterly. All documents will be translated in the most spoken languages of the community and be accessible at local public libraries.

ENFORCEMENT AND ACCOUNTABILITY

Ongoing Monitoring

Parties to the CBA will provide updates on the project and progress of CBA commitments.

COST



UPGRADE **+3 CHIPS**

An enforcement committee will meet quarterly to maintain communication between CBA parties. It will develop an annual report on the project and CBA commitments.

ENFORCEMENT AND ACCOUNTABILITY

Community Advisory Board

The company commits to establishing a Community Advisory Board that provides input on plans.

COST



UPGRADE +4 CHIPS

The Community Advisory Board will be funded by the company and composed of community-based organizations and impacted residents. It will be actively involved in a democratic decision-making process.

WORKFORCE AND JOBS

Racial Equity Council

The company will create a group to discuss racial equity in the workplace.

COST



UPGRADE **+2 CHIPS**

The racial equity council will be composed of employees from all levels. This council will focus on improving job quality and addressing challenges to drive inclusive change.

WORKFORCE AND JOBS

Pay Equity

The company aims to address pay inequities within its workforce.

COST



UPGRADE +3 CHIPS

The company will implement a pay equity strategy that includes data collection on compensation, transparent salary structures, and proactive measures to eliminate gender and racial wage gaps.

WORKFORCE AND JOBS

Local Hiring Commitment

The company aims to hire at least 40% of its employees from the local area.

COST



UPGRADE **+5 CHIPS**

The company commits to at least 40% of its workforce being local Disadvantaged Workers (resides in an economically disadvantaged area or faces a particular barrier to employment).

WORKFORCE AND JOBS

Good Jobs

The company agrees to ensure high quality jobs.

COST



UPGRADE **+5 CHIPS**

The company commits to ensuring job quality such as living wages, benefits, safe working conditions, organizing rights, equitable access to opportunity, and workforce training pipelines.

WORKFORCE AND JOBS

Apprenticeships and Internships

The company commits to funding or establishing an apprenticeship or internship program.

COST



UPGRADE **+3 CHIPS**

Apprenticeship and internship programs will include job readiness, skills development, and career ladder programs, as well as a secured job for graduates of the program.

WORKFORCE AND JOBS

Re-entry Programs

The company commits to funding or establishing a re-entry hiring program that eliminates discrimination for hiring based on criminal record.

COST



UPGRADE +3 CHIPS

The company commits to investing \$75,000 annually for 10 years and partnering with a local community organization to establish a re-entry hiring program with a job guarantee at the end of the program.

CLIMATE PROTECTIONS

Climate Risk Disclosure

The company commits to addressing climate risk and impacts.

COST



UPGRADE +3 CHIPS

The company commits to establishing a comprehensive strategy to manage climate change risks and impacts. It will develop and publicly disclose an environmental assessment and emissions report.

CLIMATE PROTECTIONS

Air Quality and Noise Monitoring

The company commits to funding the reduction of air and noise pollution where possible.

COST



UPGRADE **+2 CHIPS**

The company commits to funding a robust community-owned monitoring mechanism to ensure air quality and noise levels remain at a healthy level.

CLIMATE PROTECTIONS

Climate Resiliency Investment

The company supports initiatives to help communities adapt to climate change.

COST



UPGRADE **+4 CHIPS**

The company invests in initiatives that support climate-vulnerable communities of color, enhancing infrastructure and disaster preparedness to withstand the specific impacts of climate change.

CLIMATE PROTECTIONS

Fossil Fuel Disinvestment

The company will aim to reduce investment and/or reliance on fossil fuels (e.g., utilizing fuel efficient equipment).

COST



UPGRADE **+3 CHIPS**

The company commits to phasing out funding and/or relying on fossil fuels and environmentally harmful industries within 10 years. It will redirect investment towards renewable energy.

CLIMATE PROTECTIONS

Local Infrastructure Upgrades

The company agrees to fund local upgrades to the electricity grid and broadband infrastructure to increase community accessibility.

COST



UPGRADE +3 CHIPS

In addition, the company will fund the continued maintenance of this infrastructure for 10 years.

CLIMATE PROTECTIONS

Environmental Cleanup Fund

The company will create an Environmental Cleanup Fund for the remediation of environment-related damages, hazards, or other issues in the local area.

COST



UPGRADE **+4 CHIPS**

In addition, the company commits 2% of annual profits towards the fund.

HOUSING AND HOME LENDING

Affordable Housing Fund

The company will create a fund to be used to pay for future affordable housing development.

COST



UPGRADE **+4 CHIPS**

The company will contribute 2% of annual profits towards a fund to be used by affordable housing developers. Awards from the fund will be made once a year.

HOUSING AND HOME LENDING

Affordable Home Mortgage Program

The company supports affordable homeownership options in low to moderate income census tracts or majority-minority census tracts.

COST



UPGRADE **+4 CHIPS**

The company will establish an Affordable Home Mortgage Program offering subsidies for home purchases, down payment assistance, closing cost support, interest rate reductions, and mortgage insurance discounts.

HOUSING AND HOME LENDING

Deed Restricted Home Lending

The company agrees to cap future resale prices.

COST



UPGRADE **+3 CHIPS**

The company will reduce initial home prices below market value in low to moderate income census tracts and impose enforceable resale restrictions for the next 10 years to ensure long term affordability and community resilience.

HOUSING AND HOME LENDING

Legal Assistance

The company commits to funding programs that provide attorneys for tenant legal advice.

COST



UPGRADE **+3 CHIPS**

The company dedicates funding for 5 years for legal service programs for tenants.

HOUSING AND HOME LENDING

Community Land Trust

The company will help fund the establishment of a community land trust.

COST

4

UPGRADE +2 CHIPS

The company will provide \$300,000 to fund the establishment of a community land trust that is governed by a board of residents and public representatives.

HOUSING AND HOME LENDING

Affordable Housing Development

The company agrees to invest in or build residential units set aside for low to moderate income households.

COST



UPGRADE **+3 CHIPS**

The company will only invest in or develop projects where a minimum of 40% of the residential units built shall be set aside for low to moderate income households.

COMMUNITY DEVELOPMENT

Small Business Supplier Diversity

The company agrees to provide contracts to local businesses.

COST



UPGRADE **+3 CHIPS**

The company commits to building supplier diversity programs that prioritize small businesses owned by racially diverse entrepreneurs. It also provides capacity-building support to help businesses become contract-ready and competitive.

COMMUNITY DEVELOPMENT

Entrepreneurship Program

The company agrees to fund an entrepreneurship program for entrepreneurs of color.

COST



UPGRADE **+2 CHIPS**

In addition to funding, the company offers mentorship and technical support to help the businesses grow, create jobs and build stronger communities.

COMMUNITY DEVELOPMENT

Community Health Services

The company commits to a one-time investment for a health outreach coordinator and funding community health programming and services.

COST



UPGRADE **+2 CHIPS**

The company commits to an annual investment for a health outreach coordinator and funding community health programming and services.

COMMUNITY DEVELOPMENT

Recreational Amenities

The company commits to funding community and recreational amenities.

COST



UPGRADE **+4 CHIPS**

The company commits \$100,000 per year for 10 years to the city to support the construction and maintenance of recreational amenities.

COMMUNITY DEVELOPMENT

Grant Programs

The company commits to providing grants for community building.

COST



UPGRADE **+4 CHIPS**

The company will award \$300,000 in annual grants to community organizations that support fair housing and economic development for five years.

COMMUNITY DEVELOPMENT

Youth Scholarship Program

The company will establish a scholarship program for local youth and provide a one-time gift of \$75,000 to the fund.

COST



UPGRADE **+2 CHIPS**

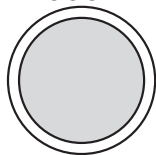
The company will create a scholarship program for youth in the area, to provide \$50,000 annually for educational opportunities for ten years.

CREATE YOUR OWN

Create Your Own Benefit

Write in your own benefit for any category.

COST



Cost range: 1-7

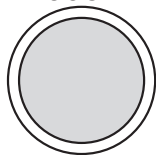
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Cost range: 1-7

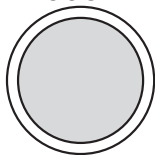
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