

May 17, 2016.

## The Case for 15%

The Toronto Community Benefits Network is advocating for 15% of the construction hours of the Eglinton Crosstown to be targeted workers from equity seeking groups. This is in line with our Foundation Document which states that "we believe that the diversity of the workers on the LRT project should reflect the diversity of residents of Toronto."

The definition of target workers as listed in the Ontario Infrastructure for Jobs and Prosperity Act (2015), section 9. (4) (iii): women, aboriginal persons, newcomers to Ontario, at-risk youth, veterans, residents of the community in which the infrastructure asset is located.

The TCBN recognizes Crosslinx Transit Solutions would likely propose a lesser number, and we are prepared to enter discussions to reach an agreeable number.

Below are examples of employment targets for infrastructure projects. This is not an exhaustive list, but is representative of the range of employment targets.

**Ontario Power Generation** ongoing – 20% aboriginal persons in selected projects

**Casino Rama** aboriginal workers 15% for the Civil Trades, 10% for mechanical and electrical

**Vancouver Island Highway** Project 1995 20.9% underrepresented workers for 26.6% of total hours worked.

**Knightsbridge Armory** (New York City) 2013

- a) a requirement that at least 25% of construction employees be targeted workers;
- b) a requirement that at least 51% of non-construction workers within the project be local workers, with first priority placement of underemployed residents of the immediate neighborhood;

**Seattle, Public Works: 20-21% ongoing**

"The City of Seattle requires apprentices enrolled in training programs approved or recognized by the Washington State Apprenticeship and Training Council to perform up to 15 percent of all project labor hours on public works contracts greater than \$1 million. These contracts must contain a goal that minorities perform 21 percent of the apprentice labor hours and women perform 20 percent of the apprentice labor hours. These apprentice utilization requirements, along with quarterly workforce utilization reporting requirements, are incorporated into the general provisions of the construction contracts and are monitored by the Department of Finance and Administrative Services. Its director may change the specific requirements from time to time."

**San Francisco, Public Works: 25% ongoing**

City Ordinance for Public works and improvement requires that there be:

- 50% hiring goal for San Francisco residents of total hours, by trade
- 25.6% minority/diversity goal
- 6.9% female goal
- Work in good-faith efforts with CityBuild to facilitate the process for contractors unable to meet hiring goals.

\*Note: this city ordinance phased in over 7 years

### **Oregon, Dept. Transportation: 14-20% ongoing**

Oregon Department of Transportation - "encourages the compliance with Aspirational Diversity Targets on all federally funded projects that ask for 14 percent women and 14 or 20 percent minority utilization, depending on the region."

### **Minnesota Sports Facility Authority (incl. U.S. Bank Stadium): 32%**

"The Workforce Program sets a 32% and 6% goal for workforce utilization for the Project of minorities and women, respectively."

### **Los Angeles County Metropolitan Transportation Authority: 10-40% ongoing**

The Authority requires targeted hiring for 40% of residents in zip codes where median income is \$40,000 or less, 10% disadvantaged workers. In particular:

- a) A minimum of 40% of all hours of Project Work shall be performed by Local Targeted Workers, with priority given to Community Area Residents. For any hour of Project Work for which the Contractor/Subcontractor/Employer seeks to meet this requirement, the C/S/E and Unions must first refer Community Area Residents. After Unions and C/S/Es have exhausted the available pool of Community Area Residents, they may refer any Local Residents from Extremely Economically Disadvantaged Areas in Los Angeles County; when the C/S/Es have exhausted the available pool, they must refer Local Residents from Economically Disadvantaged Areas in Los Angeles County.
- b) A minimum of 10% of all hours of Project Work shall be performed by Disadvantaged Workers whose primary place of residence is within Los Angeles County.
- c) At least 20% of total work hours on each project will be performed by apprentices, but the hours performed by apprentices in each individual craft shall not exceed the ratio to journeyman established by the applicable craft union's DAS approved apprenticeship standards. The parties agree that Local Targeted Workers will perform 50% of all apprenticeship hours worked on the Project.

### **Sound Transit, Seattle 12%/21%/33%**

Project Labour Agreement for the construction of Sounder Commuter and Link Light Rail Projects, signed in 1999 has provisions for 33% low-income workers, 21% people of color, and 12% women.

### **Los Angeles Department of Public Works: 10% (exceeded) Ongoing**

#### Target:

- 30% local residents in designated zip codes,
- 10% disadvantaged workers

#### Outcome:

- From 2010-2012,
- 33% local residents,
- 22% disadvantaged workers

### **San Francisco Unified School District: 20-70% Ongoing**

"The proposed Local Hire Policy suggests a minimum of 25 percent of total construction worker hours to be performed by local residents, and a minimum of 50 percent of the total apprentice hours be performed by local residents. Prime contractors would have to sponsor two internships for every \$2.5 million in construction contract value through the District's Construction Internship Program. In addition, the proposed local hiring policy includes targeted goals for women (20%) and minorities (70%). For businesses, it outlines goals for local business participation (30%), minority business participation (35%), and women business participation (10%) for overall construction and non-construction services."

**City of Milwaukee** Residence Preference Program had a longstanding requirement to employ new low-income construction workers for 25% for city infrastructure construction and repair. In 2009 it was increased to 40%.

### **How to get to 15%**

To reward early adopters of equity training and hires, the 15% can be made up from existing workers, both journeypersons and apprentices. As an example past graduates of programs such as Hammerheads and CHOICE would qualify to be included within the 15%.

First year apprentices originating from the Labour Market Partnership data base, (after they complete training at the relevant union training center) would likely be the majority of targeted workers.

This will not conflict with ratios in the schedule and or in collective agreements.