



## **SUSTAINABLE WORKFORCE POLICY: 011**

Support of local businesses, union labor and apprenticeship and pre-apprenticeship programs that create employment opportunities are important components of building and sustaining healthy and sustainable communities. It is in the interest of MCE to provide fair compensation and sustainable workforce opportunities within a framework of competitive service and the promotion of renewable energy, energy efficiency and greenhouse gas reduction.

MCE recognizes the importance of locally-generated renewable energy in assuring that California is provided with (1) adequate supplies of renewable energy for economic growth, (2) sustained local job opportunities and job creation, and (3) effective means to reduce the impacts of greenhouse gas emissions. MCE also recognizes the opportunities that energy efficiency programs provide for local workforce training and employment.

MCE supports fair compensation in direct hiring, renewable development projects, energy efficiency programs and in procurement of MCE services and supplies. MCE also supports quality apprenticeship and pre-apprenticeship training programs in construction craft occupations to foster long-term, fairly compensated employment opportunities for program graduates and believes that local apprenticeship and pre-apprenticeship programs are an efficient vehicle for delivering quality training in construction industry craft occupations.

MCE therefore desires to facilitate and encourage the following objectives:

- (1) Support for and direct use of local businesses;
- (2) Support for and direct use of union members from multiple trades;
- (3) Support for and use of training and apprenticeship and pre-apprenticeship programs from within MCE's service territory; and
- (4) Support for and direct use of green and sustainable businesses.

MCE will support the objectives stated above in the following way:

### **MCE Power Purchase Agreements with Third Parties**

Marin Clean Energy shall collect information from respondents to any Open Season and/or RFP process regarding past, current and/or planned efforts by project developers and their contractors to:

- Employ workers and use businesses from the MCE service territory.
- Employ properly licensed (AB, C10, C46) contractors and certified electricians.
- Utilize multi-trade project labor agreements on the proposed project or any prior project developments.
- Utilize local apprentices, particularly graduates of pre-apprenticeship programs.
- Pay workers the correct prevailing wage rates for each craft, classification and type of work performed.
- Display a poster at jobsites informing workers of prevailing wage requirements.
- Provide workers compensation coverage to on-site workers.
- Support and use apprenticeship programs.

Relevant information submitted by bidders will be used to evaluate potential workforce impacts of proposed projects with the goal of promoting fair compensation, fair worker treatment, multi-trade collaboration, and support of the existing wage base in local communities where contracted projects will be located.

### **MCE Owned Generation Projects**

Any MCE-owned renewable development project shall use best efforts to support local businesses, union labor and apprenticeship programs through multi-trade agreements and/or through multiple agreements for work. Each contractor or subcontractor performing work on any MCE-owned project shall use a combination of local labor, union labor and apprenticeship and shall endeavor to follow fair compensation practices. For each renewable energy project MCE or its contractor shall employ on its regular workforce at least one employee who is enrolled and participating in a local apprenticeship program. Apprenticeship programs must have been approved by the State Department of Apprenticeship Standards.

### **MCE Feed-In Tariff Projects**

Each contractor or subcontractor performing work on any MCE Feed-in Tariff project shall use commercially reasonable efforts to utilize local businesses, union labor, multi-trade agreement, apprenticeship programs, and/or fair compensation practices.

### **MCE Energy Efficiency Projects**

MCE shall use best efforts to support local businesses, union labor, and local apprenticeship programs in the implementation of its energy efficiency programs. Each contractor or subcontractor performing work on any MCE energy efficiency program shall use commercially reasonable efforts to utilize local businesses, union labor, local apprenticeship, and fair compensation practices in program implementation.

### **MCE Services and Supplies**

MCE shall use best efforts to support local business and fair compensation in the purchase of services and supplies for the agency. MCE will proactively seek services from local businesses and businesses that have been Green Business certified and/or are taking steps to protect the environment.

### **MCE Direct Hiring**

MCE shall use reasonable efforts to recruit local employees and graduates of local programs, schools, colleges and universities. MCE will use best efforts to provide fair compensation for its employees that aligns with regional market indicators for compensation levels for each position.