

Full Board Meeting, March 27, 2024

## Public Comments

The following comments were read aloud from the public at the main Sacramento meeting location:

- “Good morning. Thank you, thank you for this process. Erin Lehane, Political Director with the Western States of the International Brotherhood Boiler Makers. We’ve been participating in the hearings as they have gone on and submitted comment. We appreciate the attention to apprenticeship and training the next generation of boiler maker and construction workers. We are very proud in the State of California for the apprentice programs across the board in the building trades. There are a few paths of the middle class for kids who are college-bound right now in California, and you’ll hear from others here who are blazing that course for others. I’d like to thank the California Federation of Labor for their leadership in this process and in seeking and enforcing High Road Labor standards across the board in California. We’re proud to be part of it. One of the things that I would ask that this process focuses on is state procurement. We are involved in an organizing campaign at Siemens, which is three or four miles from here. They manufacture rolling stock for light rail and hope by their hopes highspeed rail they’re shortlisted as a vendor for the highspeed rail project. We are locked in an organizing campaign that you know could be best described as unfriendly, and we would appreciate it if the State of California supported the workers since there’s, you know 1,000 or so workers there that truly need the support of the State of California to ensure that they’re being paid and treated fairly. We work so hard in California to make sure that workers are treated well. It would be a real shame to not uphold those standards on a legacy project like the high-speed rail. We’ve worked so hard to move the highspeed rail, we worked so hard to defend and secure funding both in California and in Washington DC. We just want to make sure that every worker on this project is treated well and treated fairly and paid fairly. We appreciate the support in this room. I’m going to turn it over to my colleague, Tim.”
- “My name is Timothy Jefferies. I’m an International Brotherhood representative for the Brotherhood Boiler Makers. I’m a graduate, prior to that, I served in the United States Military. Proud veteran of the United States Military. I joined the boiler makers apprenticeship program for four years and a 6000-hour apprenticeship program. At the completion of my apprenticeship program, I had no debt. I had no grants I had to pay back. I went to a lifestyle that afforded me a livable wage in the Bay Area, and we’re just asking the same for every other person that may come to the Bay Area. College may be an option for some, but it doesn’t have to be. It shouldn’t be the path forced for all, and apprenticeship programs would help support that.”

- “Good morning, I’m Sarah Flocks. I’m the Legislative Director for the California Labor Federation. We represent 2.3 million union members in the State of California. I am here with a coalition of community groups, unions, environmental groups, and students from the UCs across California are here today. We have participated in the SB150 process since the bill went into print. I’d like to thank the Senators who really drove this. We really are here because it’s a momentous moment in time. The federal government is investing billions, billions, and billions and billions to tackle the climate crisis, and at the same time, we have the opportunity to tackle another crisis, and that’s the economic crisis because, for too many Californians, the economy here is broken. We have people who graduated from high school, and either you face huge amounts of debt or jobs that are insecure. They’re part-time, low-paid, and people can’t live by their jobs because they can’t afford them. They’re driving hours, we have huge income and racial inequality in the state, and we really need a fix. At this moment, we have billions and billions of dollars that the state can leverage to change that. So it’s not just about labor standards and equity standards and community benefits, although those are so important, and we really we have a plan we can give to you, but this really is about developing an industrial policy for the State of California where we can have manufacturing jobs, good union manufacturing jobs, and a path to the middle class for all Californians, including those that have been marginalized, disadvantaged, black, brown, all over the state. And we have the opportunity to create an economy here that is fairer, more just, and more equitable, but that’s not going to happen without action. SB150 and this report is one step, but I believe the gentleman from the transportation agency said we have 7 to 8 years of hundreds of billions of dollars going out. We have to take action now. The California Labor Federation has developed a road map which we will hand out to you and we encourage everybody to take this report, build on it, and make it stronger. Every elected official, every person who runs an agency, everyone who’s in local government, this money is everywhere, and we need to make sure that every single dollar of taxpayer dollars is creating good union jobs because there’s no replacement for a collective bargaining agreement. We have to have the opportunity for workers to be able to freely join and form unions.”
- “If it’s okay I’ll stand and ask everybody that agrees with me. I have a statement from the State Building Trades. SB150 report should not be limited to the use of labor standard for federal procurement and contracting. Every public dollar in California should have guard rails to ensure that it creates good union jobs with community benefits. Strong, clear, and enforceable state labor standards and community benefits ensure public funding will create good union jobs and equitable pathways to the middle class for all Californians rather than low-wage jobs that worsen existing inequalities in California. We have the opportunity here to leverage historical federal funding to develop a climate economy that creates new pathways to the middle class through good union jobs and economic opportunity. We are at a crossroad without action. The billions of dollars for climate projects will eventually go to low-wage employers that will continue to worsen our economy racial and inequalities. The proposed labor standards that we’ll be handing out our road map to a better future, one where Californians in every region of the state in a good union job right out of high school with good wages, benefits, and opportunities for advancements. Our recommendations were developed to harness the historical investments in infrastructure and climate projects both by the state and the federal government to create more sustainable, equitable, and a just economy in California. Thank you very much.”

- “Good morning, Renee Cruz Martinez with IBW Local 1245. We represent 27,000 members across the State of California and the utility public sector and manufacturing. I want to thank the California Labor Federation for the partnership and allowing us to be here today. Thank you all for hosting us today as well. We want to urge the legislature, administration, and relevant agencies to adopt standards on public funding for manufacturing companies that require union partnerships, labor peace, and car check recognition, as well as job quality standards. This will ensure that taxpayer dollars go to create good union jobs in a path to the middle class here in Sacramento and across the state. It’s no surprise that still today, right, employees are facing retaliation, and intimidation at the work site for wanting to form a union. So, if we are going to be providing funding for these companies, we want to make sure that we hold them accountable, and everyone should have the right to organize without the fear of losing their jobs and any retaliation. Thank you.”
- “Morning chair and members, Tom Hindsy, International Rep with UAW region 6 representing over 100,000 active and retired workers. UAW members are fighting for a just transition to ensure that changes in the automotive industry result in high-quality jobs that benefit workers in their communities. UAW members know that the transition to a zero-emission economy presents an opportunity to grow high-quality jobs in the EV supply chain. Workers in California and all over the country are leading the fight against climate change, but they cannot afford to sacrifice the good union jobs that they have now for low-road jobs in the green economy. We’re proud to join the California Labor Federation, our union siblings, and community here to demand that California stands with workers, not millionaires and billionaires, in fighting for the just transition and a green future that we all want. Wealthy CEOs and greedy corporations are framing a false choice between speeding up the transition to a green economy and high-quality union jobs, but the two are not exclusive. The fastest way to transition to a green economy is by creating a worker-led industrial policy that involves workers in the process of making the transition through collective bargaining by requiring that companies engage workers, unions, and communities. California can benefit from our taxpayer investments to fight climate change, and that won’t just benefit the billionaire class. One example of a company that we talked about earlier today that’s helping make this transition the right way is Sparks. Sparks makes lithium batteries and cathode active material in Rancho Cordova. We recently announced a national neutrality agreement with Sparks to develop high-quality battery manufacturing jobs right here, and as Sarah said, when it comes to job quality, there’s no substitute for a collective bargaining agreement. Our landmark neutrality agreement shows how battery manufacturers and other green manufacturers can lead the way in the transition while also supporting the growth of the middle class. So, we believe that all investments in climate and infrastructure should include or support the negotiation of agreements like the ones that we came to with Sparks that allow workers to unionize and negotiate higher standards without interference or intimidation from our employers. From construction to operations to maintenance, service, and manufacturing, all jobs funded by public dollars should be good jobs for Californians, and we urge this group to consider the recommendations that we have in the industrial policies so that we can make sure our investments now will create good jobs for Californians for decades to come.”
- “Good morning, my name is Sarah Arbison. I’m an Oakland resident, lifelong Californian, and the Vice President of UAW 4811, representing 48,000 academic workers at the University of California. Many who go on to work for companies receiving chips, IAJA, and

other federal money. The SB150 recommendations presented today, I think are a good start. I think the CalTrans recommendations were particularly moving in the right direction, but there's really so much more we need to do to create actual sustainable High Road jobs in California's green economy. The federal government is pumping billions of dollars into the green energy transition, but currently at least 13 billion dollars coming into the State of California for manufacturing is slated to have no workforce standards attached to it. We've seen throughout the country, including in California, that employers receiving our taxpayer money to build the rapidly growing green economy take the low road unless they're required to make commitments to the workforce and engage with labor and community, and you don't have to look far to see examples of this. Tesla received billions of dollars from the federal government, and they used that money to create one of the most hostile work environments in California. Tesla violated EPA's Clean Air Act and paid repeated violation fines for it in the last few years. It is now being sued by a number of California counties for hazardous waste dumping. In addition to all the environmental waste hazards it's creating for Californians, I've spoken with Tesla employees in Fremont who have faced rampant sexist and racist discrimination at the plant but are too afraid to speak up about it and lose their jobs, given Tesla's history of retaliation. Now we've got Tesla vehicles all over the road in California, including the state-owned fleet made on the backs of unjust and unlawful labor and environmental practices. We can avoid enabling more bad employers like Tesla in California, right? The tools already exist. Whenever the state is doling out money to companies, they should be required to be evaluated in part on commitments to livable wages, health, and safety standards. For example, through a community benefits plan with an enforceability mechanism. Additionally, California state and its municipalities can incorporate inclusive procurement tools like the US Employment Plan to ensure that the manufacturing of trains, buses, cars, and all the parts that make them up, like batteries and semiconductors, create quality jobs that uplift communities for Californians and all workers in the U.S. I'm glad to see some of the recommendations on apprenticeship programs and manufacturing, but you mentioned that it's difficult because many are small businesses. This is something that's really easily remedied by facilitating partnerships with labor unions that are prepared to represent workers in sectors across multiple employers; unilateral apprenticeship programs without labor unions and community groups co-developing the program become yet another way for companies to exploit workers to these are a good start but California really has the power to do better so we look forward to the state agencies working with unions to take the necessary steps to get there by incorporating measurable and specific commitments to labor standards."

- "Good morning, chairs. My name is Joy, and I'm a first student worker and community advocate for the labor center at the University of California Berkeley. Today I'm here with my fellow students and community members to help advocate for California's new economy and climate manufacturing and infrastructure. Specifically, I will be addressing the workforce and equity standards. Public investment in these sectors is a human right, for they create more high-quality jobs that provide good wages, benefits, and long-term career pathways to our workers. These workers who are often already from historically marginalized backgrounds, such as workers of color, women of color, immigrants, and people involved in the justice system. These are my community members, neighbors, and peers. An investment into our communities and our right to have access to a good stable career. The state ought to prioritize funding for companies that provide their workers like

the ones already providing quality healthcare, retirement contributions, and the use of joint labor-management apprenticeship programs. This should always be the industry standard for all employers across California. Non-discrimination must go beyond the legal fields but also proactively create pathways to hiring more people from disadvantaged populations. Recs must also go beyond obeying existing laws and proactively work to create good union jobs to protect those very workers. Lastly, workforce data collection and accountability through periodic reports is a necessity to hold these employers accountable to protecting those marginalized and disadvantaged workers. Workforce equity standards is a human right. Let's protect the people. Thank you for your time."

- "Hello, my name is McKenzie Farnell. I live in Berkeley, California, and I'm in UAW Local 4811, where I work as a graduate student researcher at Lawrence Berkeley National Lab. My research group works on how to make better batteries for use in electric vehicles, and many of my colleagues and I were interested in doing this type of work because we wanted to help people by developing technology that would help address the climate crisis. However, it has been deeply discouraging to realize that a lot of the companies that apply the type of research we do such as Tesla, have bad working conditions where their employees face workplace hazards and don't have equitable pay. In the process of addressing the climate crisis, companies cannot sacrifice good union jobs, so as the state is receiving billions of dollars in federal funding. We hope that this will be an opportunity to not just transition to a more green economy but also to ensure that the companies that drive this transition have good labor standards. It was nice to see the recommendations presented here today and I would urge that you consider implementing our coalition's recommendations as part of the SB150 process and all grants, subsidies, and loans. Thank you."
- "Good morning. My name is Trinh, and I'm a student at UC Berkeley. I'm advocating for Build California's New Economy in climate manufacturing and infrastructure. I am from a family of immigrants who mostly came here later in life and did not speak English. Many of my family members have struggled to find work and earn livable wages. Some shared cramped housing and unsanitary conditions as they fought to provide for themselves and send money back to loved ones still in Vietnam. Even though they came in pursuit of the American dream, almost all of them have been kept out of the middle class. I support implementing workforce equity standards that prioritize the recruitment and retention of marginalized workers, such as people of color, thereby giving back to the communities most impacted and most in need. Thank you."
- "Hi, everyone, my name is Christian Rhodes. I live in Berkeley, and I'm a member of UAW Local 4811. The academic student employees post-op workers, and academic researchers at the University of California. Much of my own academic work in the humanities has focused on the historical relationship between the environment and humanity, and if I can summarize a major trend in my field, the rapid deterioration of our climate goes hand in hand with the exploitation of human beings. Disadvantaged communities have long experienced both the deliberate destruction of natural resources and intentionally low wages from otherwise profitable industries. As we work to repair our climate, it's imperative that the historical injustices against humanity don't fall out of focus. Current legal standards are not enough to ensure that we're all in a position to benefit from the billions of dollars allocated toward a green economy. After speaking with workers from Tesla, it's clear to me

that attempts to fund clean technologies will result in hostile, racist, and dangerous workplaces without strict regulations in place to prevent this from happening. While addressing climate inequity, we must address all inequity or risk furthering those acts of oppression which had caused a climate crisis in the first place. Guidance to ensure equitable distribution of funding already exists at a federal level. The U.S. Office of Management and Budgets proposed uniform guidance updates would encourage the implementation of policy that ensures infrastructure and reconciliation bills actually benefit workers. Likewise, the Biden Administration's Justice 40 Initiative would direct agencies to invest in historically disadvantaged communities. As a part of the SB150 process, California should build on these initiatives and require meaningful commitments towards hiring specifications, domestic partner benefits, living wages, and overall engagement with labor organizations from all recipients of federal grants, subsidies, or loans. I urge the agencies here to implement all these recommendations that our coalition has submitted and ensure that climate measures do not leave behind the workers who are at the forefront of the transition into a clean future. Thank you."

- "Good morning, chairs. My name is Nila, and I'm an undergraduate at UC Berkeley. Today, I am commenting in support of the labor principle to build California's new economy, which is climate manufacturing and infrastructure. Speaking on behalf of my personal experience working a green job and with parents working blue-collar jobs, we all deserve high-quality jobs that support and prioritize companies that demonstrate they provide living or prevailing wages, retirement, contributions, and full-time secure jobs. After graduating from Berkeley, I want to enter a job that has job security and health benefits. This is a low-middle-class flight to build and contribute to this bill now before it's too late. The low-income community cannot afford to wait any longer for secure employment with high-quality jobs. We need clear workforce standards that serve as a road map for how companies can make it a reality. Thank you for your time."
- "Hello everyone, my name is Lastian. I am currently a student at UC Berkeley and a former warehouse worker. I'm here to voice my support for the labor principles of California's new economy in climate, manufacturing, and infrastructure. Along with my fellow colleagues, I draw my support from my own experiences of discrimination and exploitation as a minimum wage worker and also my mom's experiences as a part-time worker. My mom, being an Indonesian woman who has language barriers with speaking English, was lied to and taken advantage of by her employer's worker compensation doctor, who likely did not think she had the resources to seek justice. With the help of her union, she received temporary benefits, proper medical treatment, and assistance with her court case against her employer. I wanted to highlight this story because it addresses the need for better job quality, proactive non-discrimination measures, and equity standards but also shows us how unions assist workers who face injustice in the workplace. In order to achieve this, we need to make sure we have clear, measurable, and specific goals that companies need to achieve."
- "Good morning, all. I am Mary Ann Massenberg. I'm a resident of Sacramento and San Francisco, and I'm a retired UAW member. For 30 years, I was an international rep for the UAW in California. I'm still active with our retiree chapters and I'm also Vice President of the esteemed California Alliance for Retired Americans, which we're always happy to work for. For the UAW, I organized and represented workers in many sectors, including higher education, auto, aerospace, and battery plants, including the Fremont plant, in its transition

from General Motors to Numi to Tesla. We applaud your stated commitment to take the High Road and that High Road, as your statement says, includes equity, job quality, worker voice, and environmental sustainability. You have an important opportunity to advance these goals by ensuring that employers receiving public dollars through various agencies abide by your stated policies with specific commitments. We need SB150 to have more specific requirements for employers receiving our tax dollars. We're very enthusiastic about the green economy transition green energy transition, but too often, as you've heard, employers receiving government funding are scofflaws when it comes to labor standards and other labor laws. I have personally, in the last 30 years, many times seen violations of health and safety laws, wage and hour laws, anti-discrimination laws, and laws guaranteeing the right to organize in the workplace without any reprisal. The remedies for these violations, which we have repeatedly seen at employers such as Tesla, are woefully inadequate, so it's not enough to say follow the labor law because workers wait years to get remedies, whether it's from OSHA, non-discrimination agencies, and especially the NLR. Even under President Biden, it's improved, but you know, we have cases at Tesla where the labor board has found discrimination and unlawful firing that are still pending years later because employers have money to appeal, so it's not enough just to say follow the law. Employers' appeal rulings delay these remedies for years. We have a preemptive opportunity with you and your agencies to assure compliance by setting standards for funding and conscientious oversight. Thank you for your consideration."

- "My name is Rebecca D. I've lived and worked in California all my life. I'm here with UAW Region 6 to emphasize the need for robust SB150 recommendations in regard to workforce standards. As a member of my union, which represents a diverse group of workers throughout the state, I've witnessed firsthand the need for strong workforce standards, especially in regard to discrimination and harassment. While the federal and state governments are significantly investing in the green energy transition, there are no codified workforce standards attached to them, and it's imperative for a fair and just transition that whenever the state is investing significant tax dollars to companies that these companies be required to commit to robust community benefit agreements, secure viable wages, prioritize worker safety, adhere to regulations, provide opportunities to develop skills specifically in context of the rapidly growing and changing fields, EV manufacturing and operations. Establishing standards for jobs like these benefits, of course, the individual worker. It also promotes a High Road economy that benefits businesses, communities, and the overall economy and is therefore integral to the just transition. We need meaningful commitments and enforceable standards, so I urge the agencies to implement the recommendations on the part of our union and as part of the SB150 process in all grants, subsidies, and loans. Thank you."
- "Hello, my name is Emily Gartenberg, with Jobs to Move America. Thank you so much to the board for having this discussion and to the agencies for presenting their recommendations. I also want to say that we are joined here by a very large coalition of folks. I'm not sure if people on the phone can see this because this is a very critical opportunity to get the quality job policies that we need in California. I know that we've heard a lot of really excellent comments and so I just really want to highlight three to four things. Number one, we know what policies work. Many different agencies and cities across California and across the country, including the federal government itself, has been putting forward policies that have had major positive impacts on job quality when it comes to federally funded state funds and locally funded projects. Number two, we are not doing enough to actually adopt these policies that we know work in California. We are letting money slip through our fingers because we are not adopting common sense, proven,

successful policies on that money. Number three, and this is the thing that I'm most excited to be speaking with you here today, is you all have the opportunity to actually take action in your capacity here as board members, in your capacity as senators and assembly members, and Senator Smallwood-Cuevas, I really want to thank you for all of your leadership on this issue, in addition to the other Senators who were the authors of SB150. Senator Diaz, Senator Gonzalez, and Senator Cortesi. That's the kind of leadership that we really need to see from the state, but we can't do it alone. Advocates can't do it alone, union members can't do it alone, and we all need to come together and actually adopt these policies like labor peace, like community benefits agreements, like job scoring in the U.S. Employment Plan that have been used already on billions of billions of dollars of public funding. For example, the U.S. Employment Plan has been used in the LA metro on billions of dollars of procurements, and that has led to an actual Southern California industrial hub of creating electric vehicles and electric transportation vehicles that are serving the LA community and helping to reduce the pollution we know overburdens marginalized communities already. All of these policies work together, but we are not actually adopting them at scale, and that is a huge missed opportunity. So again, I want to thank you all for your attention, and looking forward to the rest of the comments. Thank you."

- "My name is Anabel Ferris Kamelo. I work at the UC Berkeley Labor Center. I'm a member of the UC AFT, American Federation of Teachers 1474. I'm also here as a concerned citizen and a founding member of the steering committee of the Chips Communities United. I would like to share that I agree with all the comments that have been made so far. I'm here in allyship with the State Labor Federation, the UAW, and a lot of the environmental justice movement organizations. Some of the comments I'm making pertain specifically to the Chips and Science Act, but they are also relevant to all the federal dollars that are coming to the state, and I would like to focus on a particular issue that has not come up yet. While we all agree, I think that all jobs should be union jobs, the federal and state dollars should go to women workers from black, indigenous, and people of color communities. Precisely the same people who should benefit from industrial investment in honor also of the White House's own justice party initiative. We have a problem that is not recognized, which is that the semiconductor industry is a very intensely chemical-sucking industry. It has been dangerous and has caused birth defects, including intellectual development defects in adult children who are now dependent on the state for their welfare. At the same time, we have not seen transparency from the companies that have made commitments to the Biden-Harris Administration about how they're going to use the dollars that are being given to them taxpayer money. In fact, when we have submitted forward requests, we have gotten back that these are trade secrets and cannot be shared. The same kind of lack of transparency exists with what I heard earlier; semi-foundation. Semi uses standards that are not acceptable and not accessible to the public without paying an exorbitant cost. I know because I have tried to gain access to those standards and they're not available unless we pay for them. This is not acceptable. Following the law as far as occupational safety and health is also not acceptable because we know that the standards that exist under OSHA do not protect workers or communities. They are woefully inadequate."
- "Hello, my name is Aaron, and I'm an undergraduate at UC Berkeley. Born and raised in the Bay Area. I'm here to remind the decision-makers here today not to forget the working class as they make their decision. I do this not only out of solidarity with union workers but also because I know that my working-class immigrant family and working-class community as a whole share a linked fate not only with union workers but also with the rest of the state's working class. I come from a town where our diverse working-class community was left behind when the city's primary industry left abruptly. In that way, I've seen what



happens to communities when the working classes are denied their rightful place in directing the trajectories of their communities. As a younger person, it's pretty tempting to feel optimistic about the investments our nation is making in the face of climate change. Still, I hold the unwavering belief that these investments do not qualify as progress if they leave behind the working class as rightful leaders in this transition. I can only hope that those with their hands on the levers of power agree with me, agree with that belief, they will channel such sentiments into protecting, prioritizing, and enshrining collective bargaining's place as a foundational piece of our democracy as we make this crucial and long overdue transition into a cleaner California. Thank you. Thank you all. Appreciate you managing the comments, Chair."

- "My name is Hector Wesso. I'm with Jobs to Move America Director. I work here in the State of California. This almost feels like coming back home because I'm also a recovering workforce professional. I spent ten years directing WIOA programs in LA city and county in San Bernadino and Orange County. I'm very happy to be back to talk to you all today. I was around. Maybe some of you all were also around the last time there was a historic amount of investment in communities in 2008. I was a baby, but the American Recovery and Reinvestment Act, if folks remember, injected tons of money into our economy to help rapidly re-employ people into jobs. Our job centers were paying for people to work at places, and companies were benefiting from this. We're now living in sort of the aftermath of that when we don't condition public funds. We get the rise of gig work and precarity and the rise of employment agents – non-WIOA, non-credible sort of predatory employment agencies who are putting people to work for much less than what they deserve and much less than what it costs to actually earn a living. Under Secretary Roberts and her team were absolutely right, this is a historic moment. Our coalition has been part of the 150 proceeding since the beginning. I'm a little disappointed to see that some of the recommendations, the rich things that came out of what so many advocates have talked about, did not make it to the highlights of what the recommendations are going to include. You heard from the boiler makers, you heard from IBW, you heard about Tesla, and Siemens. Does anyone believe that asking Siemens or Tesla to commit to not misclassifying its workers is going to change working conditions for working people? It's not, so we've made a recommendation. We stand with the recommendations of the labor fed around a real whole-of-government approach that would have included things like what the Department of Energy is doing around requiring community benefits plans as part of the criteria for how they actually give this money out to private firms. It's not just a giveaway. Even with what's happening in the state, CalTrans and general services they're enacting labor peace requirements right now today on purchasing transit equipment and vehicles as a way to help level the playing field for workers that need to be lifted up. There's a lot more that the whole of the state could be doing to really impact good quality High Road job creation but there needs to be more of that. I know we're at a disadvantage. We're not seeing the full report. Maybe there are more details than what actually gets published, but those things were not highlighted today, so happy and glad I got a chance to share this with you."
- "Hello everybody, my name is Manuel Zapata. I'm representing SMART. Sheet Metal Workers Local Union number 104. Today, I'm proud to stand with the California Labor Federation and workers throughout California, emphasizing the critical need for robust labor standards in all public funded projects in California. The Biden Administration has made commendable strides in supporting labor standards nationally. I think it's time to strengthen these initiatives for the well-being of California. Here's what we need to be successful in the state: we need to prioritize union jobs with project labor agreements on all

public funded projects. This fosters labor peace and stability. We need to give preference to applicants providing wages above the living wage or prevailing wage standards with essential benefits like healthcare and retirement contributions. Proper worker classification is essential. We need to require community benefits plans with clear standards for job quality, equity benchmarks, and timelines for disadvantaged worker recruitment, hiring, and retention. Signed community benefit agreements with labor partners will benefit communities immensely. We need to ensure labor standards are considered in scoring procurement and subsidy awards, including the contracts and enforcement compliance through transparency and accountability measures. This is how we make a stronger and better California and grow and protect the middle class. I'll tell you right now: I'm going a little off-script. Everybody in here knows there are a few guarantees in life. One of those is paying taxes. I'm sure we could all come up with a list of things we do not want our tax money to go to, but I think we can agree in this room that protecting the middle class, protecting workers, and disadvantaged communities is a great way to invest in taxpayer money. So, let's be responsible and do what's right for California. Thank you."

- "Hi, I'm Fatima, and I'm here representing California Environmental Voters. So I'm proud to represent here as a climate org. Workforce Development is actually one of our top priorities this year and in forthcoming years, so this is a really important to us because we have seen corporations, we've seen fossil fuel companies right take advantage and not get to the climate solutions that we need so we are on the same page here as all of the workers that you've heard. So, I want to thank the board, I want to thank especially Senator Smallwood-Cuevas because she always centers equity in workforce and black and brown workers. That is such a needed voice, and I hope you heard her loud and clear and you take her considerations very seriously. At California Environmental Voters, we underscore the need for equitable climate jobs in the implementation of SB150. We know there's billions of dollars in federal funding coming down, we know California is set to invest \$32 billion in climate projects and there's a critical demand to ensure that these investments prioritize job quality and community standards. This includes adopting many of the commonsense recommendations you've heard to safeguard workers and communities during the transition to new technology, especially, and I want to highlight this in the manufacturing sector, where job quality and work protections are deeply lacking. It's crucial to address these gaps in workforce that are highlighted in SB150. At California Environmental Voters, we always talk about how we have the solutions, but we don't have the political will to lead, and I'm asking you here today to please have the political will and courage to lead. We do not have a lack of solutions or ideas; we don't have the political will. We have a unique opportunity here to lead the nation in tackling both climate and economic justice, creating high paying skill jobs that not only advance climate goals but also tackle very real system economic inequities. Both of which are inextricably linked. By enacting and scaling tools like community benefits and job scoring, the state can ensure that taxpayer money, like Manuel mentioned, taxpayer-funded projects lead to good, dignified jobs. I want to emphasize that because you know more than half the state is living under the poverty line right now, so we want the taxpayer money of the middle class and the barely middle class and those living under the middle class to be, you know what type of jobs would actually uplift them into the middle class. So, we want to make sure these taxpayer-funded projects lead to good, dignified jobs and strong communities, aligning with the vision of SB150 for a sustainable and equitable future. As Emily from Jobs from America said, we have the standards from the federal government like I said again, we have the solutions. I expect California to lead as a climate org. We want to see California lead in climate and in equity particularly for workers of color. We must not fall short as a state. Thank you."

- “Good afternoon, my name is Connor Jackson. I’m a graduate student in environmental economics at UC Berkeley and an elected officer and member of UAW Local 4811, representing 48,000 workers at the University of California and Lawrenceburg Blue National Laboratory. In my work as an environmental economist, I research the effectiveness and unending consequences of greenhouse gas reduction policies for electricity consumers, agriculture producers, and passenger vehicles. While California is rightly focused on reducing greenhouse gas emissions, I know from my research that the side effects of these policies are just as important as their intended impacts. The federal government has met California’s ambitious and crucial climate goals with substantial investments in infrastructure research and manufacturing, enabling us to continue to be leaders in climate investment and policy. However, California is currently failing to ensure these policies help us build the diverse, healthy, and clean workforces and communities that we need. When we ignore the impacts of our policy design on economic, racial, and environmental justice or simply rely on existing laws, we have seen time and time again that we end up with low wages, exploitative workplaces, and unhealthy communities. Instead, California has the power to lead the way to a climate-friendly economy built on a trained and unionized workforce, safe and healthy workplaces, and diverse and supportive communities. We can ensure that our investments of public funds benefit the entire public. The federal government has already developed some tools to this effect that we’ve heard about already, like the Department of Energy’s use of community benefits plans, and California should implement and expand on these programs. If all we do is simply provide reminders about legal compliance with existing law, we will fail to create the good union jobs, talented and diverse workforce, and healthy communities that we want. Californians want and deserve a just transition. We are able to achieve our climate goals and our economic goals, but we have to begin with measurable and specific commitments to achieve them across every sector of the green economy. Existing law alone will not take us over the finish line. We need to take proactive steps to create workplaces that Californians deserved. I urge the agencies today to implement these mechanisms recommended by our coalition as part of the 150 process to ensure a just transition that benefits all Californians. Thank you for your consideration.”

**The following comments were read aloud from the public at the Los Angeles satellite location:**

- “Hi, my name is Griffin Johnson. I live in Pasadena, and I’m a member of UAW Local 4811, representing tens of thousands of researchers and educators at the University of California. Members of our local do research on subjects like semiconducting materials, artificial intelligence, and EV batter technology. All are critical to California’s future and our transition to a sustainable economy. Much of this research is federally funded through agencies like the NSF and NIH. UC has existing policies around Title Nine compliance and environmental health and safety. Nonetheless, tens of thousands of researchers at UC have had to fight for protections from abusive bosses, enforceable workplace safety standards, and even the right to receive workers’ compensation. This demonstrates that we need to do more than just comply with existing laws if we want federal funding to create good jobs and healthy communities. Today’s recommendations are an important step and we’re happy to see them, but our Union’s experience proves that even in the presence of stated commitments to fair workplace standards, workers still need enforceable protections to take. One example of an employer that fair workplace standards workers still need enforceable protections to take. One example of an employer that has taken federal funding is Tesla’s rap sheet, which includes hefty fines paid to the UF of the EPA for violations of the Clean Air Act, serious injuries caused by faulty machinery, and an overwork problem so bad that workers have collapsed on the assembly line. All of this is

widely known despite Tesla's decision not to include serious injuries reported as legally required to file. Employers like Tesla will continue to take the low road if they can unless we go beyond existing law and proactively work to create good union jobs. Employers will use federal funding to create unsafe and unjust working environments for tens of thousands of Californians and unhealthy communities for the families who rely on them. Our state deserves a truly just transition to a green economy, and thanks to Senator Smallwood-Cuevas and SB150, we have the power to achieve this today, but we need to make sure we're taking proactive steps to protect workers and communities for the sake of working Californians and the future our state. I look forward to the agencies making the broad, measurable, and specific commitments to fair labor standards that our coalition has called for. Thanks for your time."

- "Good morning or good afternoon, everyone. My name is Jacqueline Perez. I'm a fourth-year doctoral student in Psychology at UCLA as well as the Los Angeles Unit Chair of UAW Local 4811, representing the 48,000 academic workers at the UC. I'd like to speak to some of the recommendations presented and some of the issues raised in the comments earlier. As a psychologist, I study the impacts of financial insecurity and long-term family stability. The evidence is clear: without stable employment, dignified working conditions, and a livable wage, families endure chronic stress, uncertain of how they can keep a roof over their heads and food on the table, let alone have strong, happy, and healthy relationships. The deterioration of families has not just direct consequences to the socioeconomic mobility of parents and their children but a burden of hundreds of millions of dollars on state taxpayers every year by contributing to growing roots of poverty, unemployment, and mental health issues. As a public citizen, I also care deeply about how the health and socioeconomic mobility of our families is affected by the fast-growing climate crisis. As a family researcher and a woman of color, I'm alarmed by the fact that low-income racial minority families, families just like mine, are affected most directly and severely by the climate crisis. Meeting our climate goals to redress the man-made environmental and resource devastation we are facing is, therefore, a fundamental priority, but it cannot come at the cost of good-paying jobs with high workforce standards that will enable all families to thrive and prosper in California. The Biden Administration has been leading the charge on this by embedding equity considerations within taxpayer-funded programs. Their Justice 40 initiative directs agencies' direct investments to disadvantaged communities that have faced historic underinvestment and are overburdened by pollution. California has the opportunity to build off of this initiative by requiring recipients of state or federal funding to engage with labor and community. If we do not take into consideration the intersections of racial, environmental, and economic justice, we will fail to address the full scope of the issues raised by the climate crisis. When we ignore this environmental class inequality that destabilizes families and communities and has direct ramifications for California taxpayers, we see time and time again that issues persist where they are most deeply and widely felt. The work of SB150 can't stop here. Recommendations are a necessary starting place, but they aren't enough. We need measurable and specific commitments, not just best efforts and best practices. General and broad support for apprenticeship programs, as we heard today, without the required inclusion of unions across all job sectors and all company sizes will leave companies unaccountable and with unilateral say over working conditions workers in not only construction but in manufacturing maintenance and operations must also have a collective voice to negotiate with their employers over their working condition. Moreover, I would like to address the all-too-common misconception that good union jobs are somehow at odds with small businesses reflecting back on Sarah Arison, the vice president of UAW 4811's comment, partnering with unions such as the UAW who are prepared to implement worker-led apprenticeship programs directly overcomes this

obstacle this. The board cannot be pro-worker without being pro-union we need proactive commitments from these agencies to work with unions and support labor organizing through new unionization efforts and contract campaigns. This would ensure workforce standards that have the potential to make California jobs some of the most competitive and progressive in paving the way to a just transition into a green new economy. We urge the agencies to implement the recommendations our Coalition has submitted as a part of the SB150 process and all grants, subsidies, and loans coming from the state and federal government.”

- “Good morning; my name is Henry Salazar. I’m a 25-year UAW worker coming out of UAW Local 230, where I spent the past 23 years as a union activist, working on political and community organizing. Most recently I was an organizer in health and safety rep for one of the big three auto park facilities in the Inland Empire. I have seen firsthand the greed coming from the corporations. The UAW Region 6, where I am currently assigned as an organizer, represents 52,000 plus active members in California alone in all sectors, from janitorial to higher-ed. The future of a just transition needs to be with top worker safety standards, wages, and equal opportunity incentives for all. We are already seeing paid disparities in EV companies. For example, Lucid, Tesla, Rivion, as well as major others are committing these work practices while handling batteries. Excuse me. Committing unsafe conditions while handling batteries in their facilities. Recommendations are a start, but we need meaningful commitments and enforceable standards. The work of SB150 cannot stop here, recommendations are a necessary starting place, but they are not enough. We need collective bargaining agreements, measurable and specific commitments, not just best efforts. I urge the board to implement the recommendations our coalition has submitted as part of the SB150 process and all grants, subsidies, and loans. Senator Smallwood-Cuevas thanks you for your support of labor and the working families, and we thank the board for your consideration. Thank you.”
- “Hi, my name is James Banks, and I live in Garden Grove. I’m a member of UAW Local 4123 and an international servicing rep with UAW. I service over a dozen manufacturing facilities in LA and the Inland Empire. I’m here today to speak on SB150 recommendations that have been presented. California is an empty shell of what it used to be in terms of manufacturing factories that used to build Ford and Chevys, and C17 planes are now a thing of the past. It’s time to change that. We’re excited to see the efforts of SB150 to increase both construction and manufacturing jobs in California as we make a green transition, but I caution you to make sure that these jobs are good union jobs that pay a living wage and treat workers with respect. We’ve seen how Elon Musk has treated workers at Tesla, and it’s not the same as the workers who built Pontiac and Toyotas at Fremont under UAW Local 2244. We can do better. Unfair labor practices plague the Fremont facility. Unless we put in guidelines, employers will seek out minimum wage jobs and few protections. We have the richest person on Earth as an employer in California, and we can see how unequal the distribution of wealth really is. Recommendations are a start, but we need meaningful commitments and enforceable standards. So, I urge the agencies to implement the recommendations our coalition has submitted as part of the SB150 process for all grants, subsidies, and loans. Thank you.”

**The following comments were read aloud from the public at the Bay Area satellite location:**

There were no public comments from the Bay Area

**The following public comments were submitted via email:**

- “Dear Chair Farooq and Board Members, thank you for the opportunity to provide comments on the SB 150 recommendations. My organization, Earthjustice, supports the call for establishing strong labor standards that will ensure good job creation in our state. Right now, California is poised to receive billions of dollars in federal funding to strengthen our state from the Inflation Reduction Act (IRA), Infrastructure Investment and Jobs Act (IIJA), and CHIPS and Science Act. This once-in-a-generation funding will reach across industry and region to build out our critical transportation, climate, and energy infrastructure over the next decade. However, we are letting billions of dollars pass us by without policy interventions that increase job creation, quality, and access for California workers. A recent University of California Berkeley Labor Center study found that the state will spend \$32 billion on climate projects over the next four years, and 40% of that—an estimated \$12.7 billion—will be spent without any labor standards to ensure good jobs and community benefits. California is a major purchaser of goods and services and, as such, has immense power to shape the clean technology sector for years to come. The decisions that state leaders are making right now around how California procures items like electric rail cars and wind turbines will have major impacts on the creation and quality of jobs in the green economy. As we prepare to spend billions of dollars on manufactured goods, it is imperative that California chooses to entrench policies that create high road, quality jobs into how we do business as a state. We believe that clear and thoughtful policies can help state leaders maximize funding and achieve the win-win-win that we all want to see: one in which these critical investments in green infrastructure, equipment, and technology also support the creation of high-quality local jobs, advance racial equity, and build clean and resilient communities. In particular, we call on the state to require the following policies on state- and federally-funded projects: (1) Community Benefits Agreements, (2) U.S. Employment Plan, and (3) local and targeted hiring. We urge you to continue to work with organizations like Earthjustice and others here today to adopt policies that support California’s working families.

All the best,  
Adrian Martinez  
Deputy Managing Attorney

- *I am submitting a public comment to be read at the March 27 CWDB Meeting on agenda item 4: SB150 Presentation.* Hi, my name is Ahmed Abdalla. I live in Fullerton, CA, and I’m a member of UAW Local 4811 at UC Berkeley, where I work as a graduate student in the physics department. I’m here today to speak on the SB 150 recommendations presented. I’m also a first-generation immigrant from Sudan, where most of my extended family continues to reside. Sudan is among the countries hardest hit by the effects of global climate change. Year after year, we receive reports of intense droughts, spreading desertification, and unpredictable rainfalls. In 2020, specifically, historic flooding on the Blue Nile endangered the lives of several of my own family members. These environmental factors are caught in a violent interplay with political instability in the region. Families already ravaged by years of inhospitable weather are forced to migrate further to escape military conflict. Through no fault of their own, these families are forced to rely on unsustainable migrant camps and land-use practices. Poor air quality is made worse by airstrikes and missiles. The latter is especially dangerous to the elderly, like my grandmother, who passed away last Fall due to respiratory issues after being displaced hundreds of miles from her childhood home. I mention all of this to highlight that climate change is *never just about the climate*. Those of us from the global south are intimately aware of how precarity only begets precarity. In Sudan, the ghosts of a colonial past

combined with climate change have devastating effects. Though the average standard of living may be higher in the US, those at the margins here in California are still endangered by similar synergies. Reports done on our state have repeatedly indicated that, even as emissions drop statewide, the poorest California communities are likely to continue seeing higher concentrations of greenhouse gases and other pollutants. I refuse to live in a world where our climate solutions are built on the backs of the most disadvantaged. That's why our climate response must be multisectoral and multifaceted. That's why I support bills like SB 322, which acknowledge the profound social changes inherent to a worsening climate. That's why I urge the swift implementation of the recommendations our coalition has submitted as part of the SB 150 process in all grants, subsidies, and loans.

- I am submitting a public comment to be read at the March 27 CWDB Meeting on agenda item 4: SB 150 Presentation. My name is Veronica Lopez. I am a resident of Berkeley and a member and organizer with UAW Region 6. I am writing today to emphasize the critical importance of seizing the opportunity presented by federal bills and significant state investments to advance our climate goals while concurrently creating millions of new jobs and supporting emerging climate industries. This is not merely a chance for progress; it's a once-in-a-generation opportunity to address environmental, economic, and racial injustices that are exacerbating inequities across race, income, and region. Currently, we find ourselves falling short of these aspirations in California. Despite our ambitious goals, we are failing to utilize proven policy tools that could drive us toward a high road approach. A recent study from the University of California Berkeley Labor Center shows that a substantial portion of the state's climate project expenditure lacks labor standards, potentially squandering \$12.7 billion on manufacturing without ensuring good jobs and community benefits. We cannot afford to repeat past mistakes, where the transition to a green economy comes at the expense of workers and our community's wellbeing. We've witnessed instances, like that of Tesla, where the absence of policy guardrails has led to the creation of low-paid, dangerous, and environmentally harmful jobs without any benefits to the surrounding communities. It does not have to be this way. California possesses immense power and influence, ranking as the 5th largest economy globally. We have the opportunity to set a precedent for the creation of strong labor standards that can serve as a model for the rest of the country. It is imperative that every dollar of taxpayer dollars maximize its benefit to the public, ensuring that it uplifts communities and workers alike. To achieve this, we must adopt and scale policy commitments akin to those embraced by the federal government. Initiatives such as the DOE's Community Benefits Plans, the proposed updates to the OMB's Uniform Guidance, and the Dept of Commerce's job scoring mechanisms provide tangible pathways to ensuring that infrastructure and reconciliation bills prioritize both communities and workers. We must also build upon the Biden administration's efforts to embed equity considerations within taxpayer-funded programs. California should follow suit by mandating that recipients of state or federal funding engage with labor and community stakeholders to ensure that investments are directed towards historically disadvantaged communities. As we transition towards a green transition, we must ensure that this shift does not come at the expense of existing good union job conditions. The concept of a Just Transition is paramount, wherein workers in research and manufacturing alike deserve clean air, clean water, and safe working environments. Without workforce standards in place for public funding, we risk perpetuating the cycle of exploitation and injustice. Therefore, I implore you not to let the momentum generated by SB 150 dissipate. Recommendations are a crucial starting point, but they must be backed by measurable and specific commitments, not merely vague promises. I urge our agencies to implement the recommendations put forth by our coalition as part of the SB 150 process across all grants, subsidies, and loans. Let us seize this unprecedented opportunity to

shape a future that is not only environmentally sustainable but also equitable and just for all. Thank you. Veronica Lopez UAW”

- Hello, I am submitting the following public comment to be read at the March 27 CWDB Meeting on agenda item 4: SB 150 Presentation: “My name is Connor Luellen. I’m an Albany resident, a graduate student in Biophysics, and a member of UAW Local 4811 at the University of California, Berkeley. I’m emailing you today to speak on the SB 150 recommendations, which I find to be lacking. The federal government is pumping billions of dollars into the green energy transition, but currently, \$13 billion dollars coming into the State of California for manufacturing is slated to have no workforce standards attached to it. We have seen throughout the country, including in California, that employers receiving our taxpayer money to build the rapidly growing green economy take the low road unless they are required to make commitments to their workforce and engage with labor and the community. This should not come as a surprise. As a native son of the Rust Belt, I certainly am not surprised. We have seen many times throughout this nation’s history that when good Union Jobs dry up, corporations attempt to fill the economic void with lower-paying and less secure work. This hurts not only workers but also the community and, often, the local environment. We can avoid enabling bad employers to exploit workers and the people of California: the tools already exist. Whenever the state is doling out money to companies, they should be required to be evaluated in part on their commitments to livable wages, health, and safety standards, for example, through a community benefits plan with an enforceability mechanism. Additionally, California state and its municipalities can incorporate inclusive procurement tools like the US Employment Plan to ensure that the manufacturing of trains, buses, cars, and all of the parts that make them up creates quality jobs that uplift communities for Californians and all workers in the US. These recommendations are a start, but California has the power to do better. We look forward to our state agencies taking the necessary steps to get there by incorporating measurable and specific commitments to labor standards in federal funding.” thank you for accepting my public comment, Connor.
- “Hello, I am submitting a public comment to be read at the March 27 CWDB Meeting on agenda item 4: SB 150 Presentation. The comment is as follows: Hi, my name is Kaija Gahm, and I am a UAW 4811 Department Steward representing academic workers in the Ecology department at UCLA. My comment is regarding the SB 150 recommendations. As an ecologist, I can’t remember a time when I wasn’t concerned about climate change, and that concern has only heightened in recent years. When I moved to California, I was excited about how seriously this state was taking climate goals and emissions standards. Yet, when I started fighting for a fair workplace with UAW, I came to appreciate that meeting emissions goals must not come at the expense of working conditions and economic justice for those involved in the green energy transition. SB 150 presents a unique opportunity to make serious strides toward economic, racial, and environmental justice. A good job is one that pays the bills, that protects workers from harassment and discrimination, and that provides safe working conditions. We need good jobs in the clean energy industry so that working Californians can feel secure in raising their families and affording places to live. We need to make sure that California taxpayers’ money is spent on jobs that raise up their neighbors. Public money must do public good. I call on the agencies to adopt our recommendations being made here. But recommendations are not enough. We are asking for specific and measurable commitments and accountability to keep them. Good jobs do not come from “best efforts.” At the bare minimum, we must put in place versions of the existing federal labor standards. If we want a Just Transition that grows the



working class and benefits all Californians, we need the agencies today to implement the mechanisms recommended by our coalition as part of the SB 150 process. Thank you.”