



## Fair Labor Bonus (Optional)

### RISE PA



#### Application Information

Project Title:\*

#### Manufacturing Facility Point of Contact

Legal Name:\*

Email:\*

Phone:\*

#### Project Point of Contact

Legal Name:\*

Email:\*

Phone:\*

**Instructions:** Applicants applying to the Small-scale Award Track must complete **one** of the three application elements (Good Neighbor Agreement, Collective Bargaining Commitment, or Commonwealth Workforce Transformation Program [CWTP]) detailed below. Refer Appendix C of the RISE PA SAT Grant Guidance Document on the [PennTAP RISE PA Webpage](#) for more information about the Fair Labor Bonus.

If the space provided is not enough, please reference the question (i.e. Good Neighbor Agreement 1.a.) on a separate document and attach it to this form prior to submitting in PDF form.

#### Good Neighbor Agreement Application

**1. Access to jobs and business opportunities for local residents:**

**a.** Describe the Applicant's plan for ensuring access to jobs and business opportunities for local residents and the timeline for implementing the plan.

**b.** What community and/or labor organizations will the Applicant engage and partner with to carry out the plan?

**c.** What is the timeline for engaging with the identified community and/or labor organizations to implement the plan, and has any engagement occurred to date?

**d.** How will the Applicant ensure access to jobs for local individuals who are underrepresented in the industry or are facing barriers to employment, such as women, those with disabilities, residents of disadvantaged communities, and returning citizens?

**e.** Specify what actions the Applicant will take to support or partner with local businesses and the extent to which the Applicant intends to support Disability-Owned Business Enterprises, LGBT Business Enterprises, Minority Business Enterprises, Veteran-Owned Business Enterprises, and Women-Owned Business Enterprises.

**f.** f. Specify any other commitments the Applicant will make for local hiring, retention, contracting, collaboration, or workforce development.

**2.** Investment in training for local workers:

**a.** Characterize the quality of the jobs that will be offered in both construction and ongoing operations.

**b.** Describe the types and level of investment the Applicant will provide for local workforce education and training.

**c.** Indicate whether the Applicant will partner with any state or local Workforce Development Boards or American Job Centers. If so, state what the partnership(s) will entail.

**d.** Describe the methods by which the Applicant will support workers' rights, including a free and fair chance to join a union, and how the Applicant will signal this commitment to workers' rights to the workers.

<p><b>e.</b> Specify how workplace health and safety will be supported in the workplace, in both construction and ongoing operations.</p>
<p><b>f.</b> Describe the Applicant's plan or mechanism to address and track worker retention.</p>
<p><b>3.</b> Commitment to pay wages and benefits above the prevailing wage rates for construction:</p>
<p><b>a.</b> The Applicant will commit to paying competitive wage and benefit rates benchmarked against local Davis-Bacon Act prevailing wages as follows:</p>
<p><b>i.</b> % ____ above posted prevailing wage per hour for base wages</p>
<p><b>ii.</b> Health insurance: \$ ____ per ____</p>
<p><b>iii.</b> Retirement Contributions \$ ____ per ____</p>
<p><b>iv.</b> Paid Time Off: ____ hrs per ____</p>
<p><b>4.</b> Commitments to pay above average wages and benefits for hourly (non-construction) workers:</p>
<p><b>a.</b> The Applicant will commit to paying competitive wage and benefit rates benchmarked against local Davis-Bacon Act prevailing wages as follows:</p>
<p><b>i.</b> The minimum starting wage for production workers is \$ ____ per hour compared to the [75th or 90th] percentile of \$ ____ per hour for the [_____] industry.</p>
<p><b>ii.</b> The minimum value of the following benefits offered to hourly workers is</p>
<p><b>1.</b> Health insurance: \$ ____ per ____</p>
<p><b>2.</b> Retirement contributions: \$ ____ per ____</p>
<p><b>3.</b> PTO: ____ hours per ____</p>
<p><b>4.</b> Paid sick or family leave: ____ days per ____</p>
<p><b>5.</b> Childcare or other caregiving financial assistance: \$ ____ per worker or provision of on/near-site care</p>
<p><b>6.</b> Transportation assistance: \$ ____ per worker</p>
<p><b>7.</b> Education/tuition reimbursement or financial contribution: \$ ____</p>
<p><b>8.</b> Other: \$ ____ per worker</p>
<p><b>5.</b> The Applicant must include letters of support from participating stakeholders. Combine all letters of support into a single PDF before uploading.</p>

### Collective Bargaining Commitment Application

<p><b>1.</b> Commitment to negotiate a Project Labor Agreement (PLA) for construction activity.</p>	
<p><b>a.</b> Although each PLA should be tailored to suit the needs of the particular project, the Applicant must provide a detailed description of what they will include in the following required five articles, as outlined in the <a href="#">North American Building Trades Unions Model PLA</a>:</p>	
<p><b>i.</b> Clearly defined scope</p>	<p>Article II</p>
<p><b>ii.</b> Dispute and grievance resolution procedures</p>	<p>Article VI</p>
<p><b>iii.</b> Resolution of jurisdictional disputes</p>	<p>Article VII</p>

<b>iv.</b>	Subcontracting language	Article VIII
<b>v.</b>	Helmets to Hardhats language	Article IX
<b>b.</b>	Describe what will be included in any other articles that the Applicant will incorporate into the PLA. For example, RISE PA encourages Applicants to incorporate diverse local hire provisions (also called “Economic Opportunity Plans” and “Community Workforce Agreements”) as part of the PLA.	
<b>c.</b>	What assurances does the Applicant have or will the Applicant put in place to enable workers to have a free and fair right to workplace organizing and union representation without retaliation?	
<b>d.</b>	What labor unions has the Applicant engaged in planning the construction activity related to the industrial decarbonization project, including any engagement with unions that represent employees of the Applicant or with unions that represent employees of contractors and subcontractors that are part of the proposal or might be part of the project if funded?	
<b>e.</b>	Has the Applicant worked with labor unions in the past? If no engagement has occurred to date, please explain briefly and describe plans, if any, for future labor engagement before project initiation and during the project.	
<b>f.</b>	What are the applicant’s plans to ensure project success and continuity by mitigating labor disputes or strikes (e.g., labor peace agreements; good faith negotiations)?	
<b>2.</b>	Pledge to remain neutral during any union organizing campaigns:	
<b>a.</b>	In the event that a union organizing campaign occurs during project period of performance, how will the Applicant ensure that they maintain neutrality?	
<b>3.</b>	Intention or willingness to permit union recognition through card check (as opposed to requiring union elections):	
<b>a.</b>	What is the process by which the Applicant will allow union recognition through card check?	

<b>4.</b>	Intention to enter into binding arbitration to settle first contracts:
<b>a.</b>	Describe the procedure by which the Applicant would enter into binding arbitration to settle first contracts.
<b>5.</b>	Pledge to allow union organizers access to appropriate onsite nonwork spaces (e.g., lunchrooms):
<b>a.</b>	How will the Applicant ensure that union organizers have access to appropriate onsite nonwork spaces?
<b>6.</b>	Pledge to refrain from holding captive audience meetings:
<b>a.</b>	Describe how the applicant will ensure that no captive audience meetings are held?

### **Commonwealth Workforce Transformation Program (CWTP) Letter of Intent**

Applicants must submit a Letter of Intent stating that if awarded, the Applicant agrees to participate in the CWTP and adhere to the ongoing reporting requirements. See CWTP Ongoing Reporting Requirements section of the Program Guidance for a list of the reporting requirements. The Applicant should include the number of CWTP Trainees they intend to hire and list all the reporting requirements in the body of the letter. The Letter of Intent should be uploaded as a single PDF.