



RUSD

**RIVERSIDE UNIFIED
SCHOOL DISTRICT**

MEASURE O
CITIZENS' BOND OVERSIGHT COMMITTEE
Community Workforce Agreement

June 14, 2023

WHAT IS A COMMUNITY WORKFORCE AGREEMENT?

- Also known as, Project Labor Agreements (PLA) and Community Workforce Agreements (CWA), are pre-hire collective bargaining agreements.
- An agreement between a project owner or a managing entity and a consortium of labor unions to establish working conditions on their projects.
- A Community Workforce Agreement (CWA) is an administrative process, not a construction deliverable.

GUIDING PRINCIPLES – BOE 3/16/2023

This guidance should include that the CWA address as a minimum standard the following Board policy objectives:

- ✓ Supportive connection from RUSD Job Readiness (Pre-Apprenticeship) programming into regional Registered Apprenticeship programs.
- ✓ Prioritized Hire access to covered projects by local residents with a particular focus on disadvantaged community members, including Veterans, Women, and similarly marginalized individuals.
- ✓ Utilization of regional Registered Apprenticeship programs and access to career on-ramps through RUSD CWA covered construction projects.

GUIDING PRINCIPLES – BOE 3/16/2023

That the negotiation process also includes addressing concerns raised by stakeholders that allow for:

- ✓ Inclusion of small local businesses, including non-signatory businesses.
- ✓ Addressing the concerns of small businesses regarding dual benefits and core worker participation.
- ✓ Exclusion of professional services, staff, consultants, and similar non-direct construction occupations.

Finally, that any CWA honor the policies and practices of RUSD's statutory procurement requirements and protect the Districts interest as the owner of the covered construction projects.

STATUS

- **March 16, 2023** BOE Authorized Superintendent to Negotiate CWA
- **March 17 - June 7, 2023** CWA Negotiations
- **June 8, 2023** BOE - Action to enter into CWA agreement



RUSD

**RIVERSIDE UNIFIED
SCHOOL DISTRICT**

PUBLIC COMMENTS