

April 2021

Dear Friends,

90 days into the New Year and we have already experienced transformational highs and lows that will define the trajectory of our course for generations to come. *Low?* The local and national ongoing racially motivated attacks made on the Asian American and Pacific Islander (AAPI) community. *High?* The Biden Administration's Building, Climate and Equity Initiative.

*Read more to learn about how YOUR CONTINUED SUPPORT is allowing CTWI to take action on these issues.*

## **D) EXPANDING EMPLOYMENT OPPORTUNITIES FOR BIPOC COMMUNITIES IN THE UNIONIZED CONSTRUCTION TRADES**

Yet again, we bear witness to racist and violent attacks made on communities of color, more specifically our Asian American and Pacific Islander (AAPI) Brothers and Sisters. We condemn any and all acts of xenophobia, violence, and intolerance. We must continue to have open and honest conversations on race and oppression and address and improve the systemic inequities that plague all aspects of our lives, ranging from employment to healthcare, if we hope to advance in the direction of justice for all.

Currently, Asians make up less than 10% of the participants enrolled in our network of MC3 pre-apprenticeship training programs\*, despite the fact that Asians are the largest racial group in Alameda County (second largest in Contra Costa County\*\*). CTWI is proud of our partnerships with community based organizations that serve our AAPI residents in the East Bay. With your continued support, we have been able to lead and coordinate the East Bay Region's efforts to outreach, recruit, train and retain people from non-traditional populations, including AAPI, women and the system impacted, for lifelong union construction careers. By next Summer, our goal is to train and prepare



\* SAN FRANCISCO FOUNDATION Improving the Effectiveness of Project Labor Agreements

\*\* US Census Bureau

\*\*\* Photo Caption: Toni H and Vern S. former students enrolled in our Math for Trades Test Prep Program. Both students are currently in registered union construction apprenticeship programs.

\*\*\*\* Building Electrification Photo: Danielson Construction & Energy Management

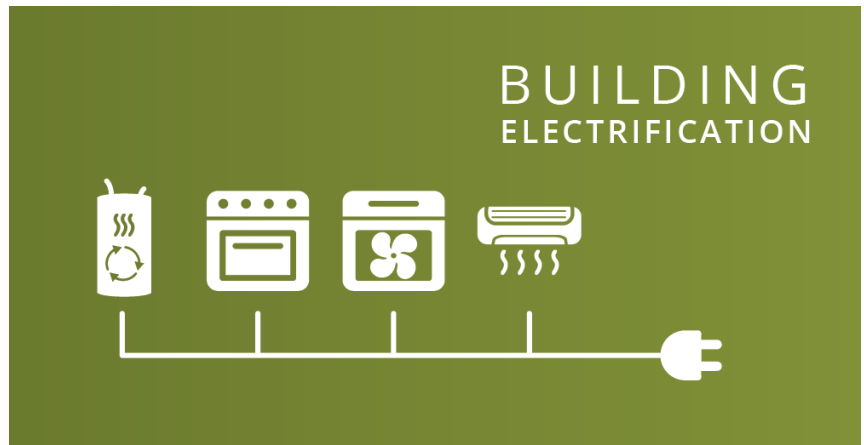
350 East Bay Residents for careers in the union construction trades.

## II SHAPING LABOR STANDARDS FOR THE GREEN CONSTRUCTION INDUSTRY

Across the Bay Area and nationally, the construction industry is experiencing enormous growth in building electrification and decarbonization of public infrastructure and private real estate development. Locally, 7 cities in the East Bay have passed ordinances to support all electric new construction and billions of dollars are being invested in projects that will increase energy efficiency in buildings, expand public transit service and build affordable housing near transit.

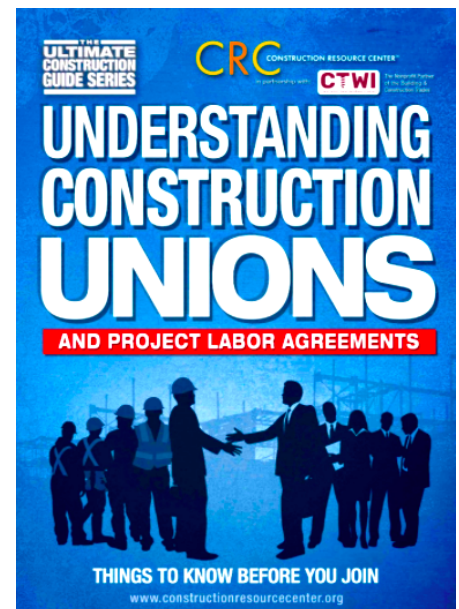
Without intentional coordination, this growth could result in low road careers, which means low wages, minimal benefits and protection and poor worker conditions. CTWI has partnered with critical stakeholders, including unions and building trades council leaders, contractors, local municipalities and our workforce pre-apprenticeship training partner, Rising Sun Center for Opportunity, to create high road union jobs, address skills gaps and training needs, and provide career pathways

for disadvantaged workers while simultaneously supporting a climate resilient economy. Specifically, CTWI is working with the city of Berkeley to shape, draft and enforce policies that ensure that decarbonization jobs will meet high labor standards and/or be union jobs. These policies will serve as the model for other cities to adopt across the Bay Area. Our work will also support local governments in creating and leveraging workforce policies and agreements that create green construction opportunities for local contractors and disadvantaged community members through a partnership with the Building Trades Unions.



## III) PREPARING SMALL & MINORITY OWNED CONTRACTORS TO WORK UNDER PROJECT LABOR AGREEMENTS: GUIDEBOOK & WORKSHOP OFFERINGS

Tremendous opportunities exist for contractors that are prepared to pursue them. But how do you ensure your company has the ability to win competitive project bids, including those that have Project Labor Agreements? One way many businesses set themselves up for growth is through partnerships with labor unions, where access to a ready supply of skilled labor equips contractors with enough workers to bid larger projects while also saving money and time in training their workforce. And when construction workers



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are paid family-sustaining wages and benefits, the long-term sustainability of the industry is strengthened as well.

Yet the process of becoming a union contractor or working under a Project Labor Agreement is not always clear. Some of the common questions we hear are “how do unions operate?”, “tell me about union dispatch – how does hiring work?”, “what is a Project Labor Agreement and how do I bid on one?”, “what are the benefits of a unionized workforce?”, “how does the union labor package compare with what I’m paying now?”, and “how will I know that I’m ready to become a successful union contractor?”

To address this issue, CTWI, in partnership with the Construction Resource Center, has co-authored **Understanding Construction Unions and Project Labor Agreements** to provide critical information and insights from a contractor’s perspective to answer these questions and more. To get a copy of the textbook and to attend our upcoming workshop on April 24th email [Beli@ctwi-btca.org](mailto:Beli@ctwi-btca.org)

As we close out the first quarter of 2021, we are excited to begin working on the launch of our three new Construction Trades Test Preparation Programs that will be open to Adults across the Bay this Fall. Stay Tuned!

As always, we’d love to hear from you. Feel free to contact me at 646-338-7367.

In solidarity,

*Beli Acharya*

Beli Acharya  
Executive Director

***NOTE: CTWI IS HIRING A PROGRAM & DATA MANAGER! Contact me to learn more!***

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