**Community Benefits Plan Template for Demonstration and Deployment**

Applicant should insert here:

FOA Number and FOA Title

Organization Name

Project Title

**Instructions for Use of this Template:**

The purpose of this document is to summarize the **specific** objectives the Applicant is committing to in its Community Benefits Plan (CBP).

**Important information about using this template:**

* **The instructional textboxes within each section can be removed when submitting the application. The information below the instructional textboxes is intended to provide examples of commitments that may be relevant to each section, proposed project, or program. Not all examples provided may apply.**
* **All information included in this CBP Template must be consistent with other parts of the application.** The CBP should accurately define the work that is planned and the progress that will be expected throughout the project to be achieved.
* **Wherever possible, the objectives laid out in the CBP should be in quantifiable terms with SMART milestones**: **S**pecific, **M**easurable, **A**chievable, **R**elevant, and **T**imely – and include timelines. The CBP may include multiple milestones but should have at least one SMART milestone per budget period as well as one SMART end of project goal.
* The information provided in the Community Benefits Objectives and Outcomes (CBOO) summary table in the final section should be consistent with the commitments made throughout the CBP Template and broader application.
* By submitting this form, Applicant acknowledges and agrees that the information provided may be distributed or made publicly available, without any restrictions or obligations to maintain confidentiality, as required by applicable laws, rules and regulations. If Applicant wishes to protect proprietary or trade secret information submitted with this CBP Template, every line and paragraph containing such information must be clearly marked as “CONFIDENTIAL” and designated with double brackets or highlighting to indicate the confidential information.

**Definitions:**

Throughout this document, certain terms are used regularly. Please refer to the definitions below for these commonly used terms and apply them throughout.

**Underrepresented**

“Underrepresented” refers to populations sharing a particular characteristic, as well as geographic communities, that are shown to have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life, as exemplified by communities that have been denied fair, just, and impartial treatment, which may include women, persons with disabilities, persons who live in rural areas, persons otherwise adversely affected by persistent poverty or inequality, veterans, members of religious minorities, Black, Latino, Indigenous and Native American persons, Asian Americans and Pacific Islanders, other persons of color, and lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons.

**Justice40 Initiative and disadvantaged communities**

Established by [Executive Order 14008](https://www.federalregister.gov/documents/2021/02/01/2021-02177/tackling-the-climate-crisis-at-home-and-abroad) on *Tackling the Climate Crisis at Home and Abroad*, the [Justice40 Initiative](https://www.whitehouse.gov/environmentaljustice/justice40/) sets a goal that 40% of the overall benefits of certain federal investments in climate, clean energy, and other areas flow to “disadvantaged communities” that are marginalized by underinvestment and overburdened by pollution. Pursuant to [M-21-28](https://www.whitehouse.gov/wp-content/uploads/2021/07/M-21-28.pdf) and [M-23-09](https://www.whitehouse.gov/wp-content/uploads/2023/01/M-23-09_Signed_CEQ_CPO.pdf), issued by the White House Office of Management and Budget, White House Council on Environmental Quality, and White House Office of Domestic Climate Policy, DOE recognizes disadvantaged communities as the census tracts that are identified as disadvantaged by the White House Council on Environmental Quality’s [Climate and Economic Justice Screening Tool](https://screeningtool.geoplatform.gov/en/) (CEJST), as well as all Federally Recognized Tribes. For information about whether a particular DOE program is covered under the Justice40 Initiative, please see [DOE’s Justice40 Initiative webpage](https://www.energy.gov/justice/justice40-initiative).

**Community Benefits Agreement**

Community Benefits Agreements are legally binding, enforceable agreements between a developer and affected community groups detailing the benefits provided to the community in return for support or non-opposition to a development project. They are an emerging tool for communities to win protections, investments and benefits related to energy and infrastructure projects.

**Captive Audience Meetings**

Captive audience meetings refer to the practice among employers of meeting with employees during union organizing campaigns to express the employer’s view of the possible negative effects that unionizing may have on the general workforce. Some employers have structured such meetings as mandatory and held them on company property during working hours.

**Minority-Serving Institution**

Minority-Serving Institution is defined in [7 CFR § 3430.302.](https://www.ecfr.gov/current/title-7/subtitle-B/chapter-XXXIV/part-3430/subpart-G/section-3430.302)

**Project Labor Agreement**

A project labor agreement is a pre-hire collective bargaining agreement consistent with section 8(f) of the National Labor Relations Act (29 U.S.C. 158(f)).

**Collective Bargaining Agreement**

A collective bargaining agreement is an agreement that is consistent with the National Labor Relations Act (29 U.S.C. 151 et seq.).

# General Project Information

**Instructions:** This section asks for the Applicant to provide general information on the project, including a high-level description of the CBP and how it integrates with the project, including critical information on the construction components, identification of potential risks, and the locations and communities affected. Applicant should also provide a description of all parties involved including community representatives and project personnel overseeing the CBP, their qualifications, and time allocated for the activities proposed.

1. **High-level description of the CBP and project**

Please provide a 2-3 sentence description here. Applicants should also describe community support and/or opposition for the project, if applicable.

1. **Construction Information**

For each planned project location identified in the Location(s) of Work document (included with the application package), **please address each of the following:**

1. any known construction risks that could cause delays to the schedule, such as availability of skilled workers, permitting delays, materials or supply delays, etc.:
2. potential public health and safety risks and hazards associated with construction:
3. potential worker health and safety risk and hazards associated with construction:
4. known possibilities of labor disruption:
5. plans for coordination among various employers (i.e., prime contractors and subcontractors):
6. plans for resolution mechanism to avoid potential labor delays (including issues that may arise among contractors and subcontractors as well as employees):
7. the general contractor or Engineering, Procurement, and Construction (EPC) contractor, if known:
8. the primary business of the general contractor or EPC contractor:
9. **Locations and Communities Affected**

For each location identified in the Location(s) of Work document (included in the application package), **please identify each known location served or impacted by the project, including:**

1. the location(s) of construction activity or facility
2. communities geographically near the Applicant’s proposed project:
3. communities that are part of the proposed project’s supply or waste life cycle (e.g., where raw materials are being sourced and where waste is planned to be sent):
4. communities impacted that are disadvantaged communities

**Instructions for Sections B through E:**

Sections B through E on the following pages should summarize the specific objectives the Applicant is committing to, broken into specific commitments and tasks.

Wherever possible and relevant, each commitment or task should be stated in quantifiable or measurable terms and SMART (**S**pecific, **M**easurable, **A**chievable, **R**elevant, and **T**imely) milestones with timelines should be identified. The CBP may include multiple milestones but should have at least one SMART milestone per budget period as well as one SMART end of project goal.

As permitted by prevailing law, milestones will be incorporated into the CBOO. If awarded, the progress towards meeting the objectives and milestones set forth in the CBOO will be included as part of the Go/No-go evaluation.

# Community and Labor Engagement

**Instructions:** This section should describe the specific stakeholders and organizations already engaged by the project. Examples include—but are not limited to—local governments (town, county, etc.), Tribal governments, labor unions, economic development agencies, land grants and university extensions, community colleges and workforce training organizations, local non-profits, school boards, and community-based organizations that support or work with disadvantaged communities.

The section should specifically describe how any agreements with stakeholders or other entities engage disadvantaged communities and/or underrepresented groups.

Although Tribal governments are included in this section on community and labor stakeholders, American Indian and Alaska Native Tribal Nations have rights as sovereign governments recognized under the Constitution of the United States, treaties, statutes, Executive Orders, and court decisions. Applicants should identify specific Tribes potentially impacted by future development early and engage with potentially impacted Tribes to share information on the project and understand concerns, including those related to their reserved rights, sacred sites, resources, as well as explore opportunities to provide benefits to Tribes through community benefit or other wealth-building agreements or opportunities. This engagement is not a substitute for government-to-government consultation.

If the project has received support from any of these entities, describe the nature of the support (e.g., verbal, written, financial, etc.) and commitments that the project has made to the organization that provided the support. For funded projects, funding recipients will be required to report on these activities.

1. **Community and Labor Stakeholders Engaged to date**

**[Example]**

**Name of Organization or Community Already Engaged:**

**Type of Engagement** (e.g., Meeting, Community-Engaged Project Development, Research & Design, Reporting, Project Decision Making, Community Input, Reporting Back, Technical Assistance, Other):

* Was a third-party facilitator used?

**Date(s) of Engagement:**

**Outcome of Engagement** (e.g., Memorandums of Understanding, Letters of Support, concerns or opposition, ongoing discussion, survey data or other qualitative/quantitative data, formal documentation for how the outcomes of engagement will be implemented throughout the lifecycle of a project, other):

**2. Community and Labor Stakeholders to be Engaged**

**Instructions:** This section should list stakeholders that the project plans to engage. Examples include—but are not limited to—local governments (town, county, etc.), Tribal governments, labor unions, economic development agencies, land grants and university extensions, community colleges and workforce training organizations, local non-profits, school boards, and community-based organizations that support or work with disadvantaged communities.

For funded projects, funding recipients will be required to report on these activities.

**[Example]**

**Name of Organization or Community to be Engaged:**

**Type of Engagement** (e.g., Meeting, Community-Engaged Project Development, Research & Design, Reporting, Project Decision Making, Community Input, Reporting Back, Technical Assistance, Other):

* Was a third-party facilitator used?

**Frequency of Engagement:**

**Outcome of Engagement** (e.g., Memorandums of Understanding, Letters of Support, concerns or opposition, ongoing discussion, survey data or other qualitative/quantitative data, formal documentation for how the outcomes of engagement will be implemented throughout the lifecycle of a project other):

1. **Workforce and Community Agreements**

**Instructions:** This section should identify whether the Applicant is committing to negotiate workforce and community agreements and what type of agreements the Applicant is committing to negotiate. Applicant should note that a Workforce Continuity Plan may be required and should refer to the [CBP webpage](https://www.energy.gov/infrastructure/about-community-benefits-plans) to see frequently asked questions and answers. If Applicant has no entries for this section, continue to section 4 below.

A non-exhaustive list of relevant optional examples of workforce and community agreements are listed below. The Applicant should modify, add, or delete to reflect the specific agreements committed to. If negotiating multiple agreements, provide this detail for each agreement.

For each agreement:

* The summary should describe the intended parties to the agreement and the intended scope of the agreement in concrete and specific terms.
* List key tasks and sub-tasks involved in finalizing the agreement (Milestones), with associated budget periods.
* Explain, where relevant, any benefits for residents of disadvantaged communities, or underrepresented groups.

**[Example]**

**Agreement A: Community Benefits Agreement**

**Agreement Summary:**

**Examples of intended scope (benefits vary per community, examples below)**

* + 1. Access to jobs and business opportunities for residents of disadvantaged communities and/or underrepresented workers
    2. Investments in training for local residents, residents of disadvantaged communities, and/or underrepresented workers
    3. Commitments to make investments in subsidies for caregiving (e.g., childcare subsidies) and/or in transportation services for workers to access to the worksite
    4. Access to local educational programs, electricity discounts, critical services, and associated grants
    5. Commitments to make investments in a community-controlled fund to address community development and other needs identified by the community.
    6. Community steering committee/community governance structure
    7. Environmental, wealth-building, local energy and other benefits identified by the community (this section can reference information provided in Section E below)
    8. Remedies for non-compliance
    9. Other: [Describe]

**Budget Period to be completed:**

**Milestones with timelines:**

**[Example]**

**Agreement B: Collective Bargaining Agreement (pertains to non-construction work)**

If the project is in the operation phase, a summary of any existing collective-bargaining agreement(s), in specific terms, can be included here. Additionally, a copy of any applicable collective-bargaining agreements can be attached to the Applicant's CBP.

**Agreement Summary:**

**Examples of intended scope include:**

* 1. Access to jobs for local residents, residents of disadvantaged communities, and/ or underrepresented workers
  2. Training and career progression, including for local residents or underrepresented workers.
  3. Wages, hours, and working conditions
  4. Guarantees against strikes, lockouts, and similar job disruptions
  5. Effective, prompt, and mutually binding procedures for resolving labor disputes arising during the term of the agreement
  6. Mechanisms for labor-management cooperation on matters of mutual interest and concern, including productivity, quality of work, safety, and health
  7. Utilization of registered apprentices
  8. Other: [Describe]

**Budget Period to be completed:**

**Milestones with timelines:**

**[Example]**

**Agreement C: Community Workforce Agreement (pertains to non-construction work)**

**Agreement Summary:**

**Examples of intended scope include:**

* 1. Access to jobs and business opportunities for local residents, disadvantaged communities, and/or underrepresented workers
  2. Investments in training for local residents, residents of disadvantaged communities, and/or underrepresented workers (e.g., support of registered apprenticeship and pre-apprenticeship programs, contributions to training institutions to assist in the provision of workforce training).
  3. Commitments to make investments in subsidies for caregiving (e.g., childcare subsidies) and/or in transportation services for workers to access the worksite
  4. Commitments to make investments in a community-controlled fund for community development
  5. Commitments to pay upper quartile wages and benefits for the industry
  6. Broad recruitment activities, particularly with strategies to reach disadvantaged communities or workers from underrepresented groups
  7. Other: [Describe]

**Budget Period to be completed:**

**Milestones with timelines:**

**[Example]**

**Agreement D: Project Labor Agreement or Community Workforce Agreement (pertains to construction work)**

**Agreement Summary:**

**Examples of intended scope include:**

1. Access to jobs for local or underrepresented workers or residents of disadvantaged communities
2. Investments in training for local or underrepresented workers and/or residents of disadvantaged communities
3. Commitments to pay wages and benefits above required prevailing rates for construction
4. Guarantees against strikes, lockouts, and similar job disruptions
5. Effective, prompt, and mutually binding procedures for resolving labor disputes arising during the term of the agreement
6. Provide mechanisms for labor-management cooperation on matters of mutual interest and concern, including productivity, quality of work, safety, and health
7. Utilization of registered apprentices and pre-apprenticeship programs
8. Other: [Describe]

**Budget Period to be completed:**

**Milestones with timelines:**

**[Example]**

**Agreement E: Tribal Agreement**

**Agreement Summary:**

**Examples of Intended Scope:**

1. Access to wealth-building opportunities, jobs and other benefits
2. Tribal ownership
3. Commitment to Tribal hire
4. Commitment to Tribal revenue-sharing
5. Energy and electricity benefits
6. Commitment to use Tribal monitors
7. Other

**Budget Period to be completed:**

**Milestones with timelines:**

1. **Other Community and Labor Engagement Goals, Commitments, and Milestones**

**Instructions:** This section should describe any additional key goals and milestones.

If the Applicant is not, at this stage, committing to negotiate any workforce or community agreements, this section should describe the overall goal of community and labor engagement and key milestones, with budget periods and timelines, that will be used to monitor progress toward successful community and labor engagement.

# Investing in Quality Jobs

1. **Worker Organizing and Collective Bargaining**

**Instructions:** If the Applicant plans to support worker organizing and collective bargaining beyond their legal obligations consistent with the National Labor Relations Act, those commitments should be listed below.

The Applicant should add or delete commitments to reflect their specific plan.

Please describe the plan to support worker organizing and collective bargaining related to the following commitments:

**[Examples]**

**Commitment C1.1:** Commitment to negotiate a Project Labor Agreement (PLA) for construction activity (as summarized above in Section B)

**Commitment C1.2:** Pledge to remain neutral during any union organizing campaigns

**Commitment C1.3:** Intention or willingness to permit union recognition through card check (as opposed to requiring union elections)

**Commitment C1.4:** Intention to enter into binding arbitration to settle first contracts

**Commitment C1.5:** Pledge to allow union organizers access to appropriate onsite nonwork spaces (e.g., lunchrooms)

**Commitment C1.6:** Pledge to refrain from holding captive audience meetings

**Commitment C1.7:** Other commitments or pledges: [Describe]

1. **Union support**

Please list any unions supporting the project and any commitments made to unions that aren’t listed above in C1.

1. **Job Quality and Workforce Continuity**

**Instructions:** This section should stipulate commitments made regarding wages and benefits, education and training investments, and involvement of workers in health and safety committees. These commitments may also be covered by workforce agreements described in section B.

The Applicant should add or delete commitments, provide quantitative values where appropriate,and re-number appropriately to reflect their specific plan.

Funding recipients will be required to report on job creation, wages, and benefits.

Please note that (a) pertains to ongoing operations and production jobs and (b) pertains to construction jobs.

Please describe the Applicant’s plan to ensure that jobs created by this project are good quality and to attract and retain a skilled workforce, including the following commitments to wages and benefits, education and training investments, and worker involvement in health and safety:

**a. Ongoing Operations and Production Jobs**

**[Examples]**

**Commitment C3a.1:** Applicant will provide above-average wages and benefits, benchmarked to industry and occupation reported by the Bureau of Labor Statistics (BLS):

* The minimum starting wage for production workers is $\_\_\_\_\_ per hour compared to the [75th or 90th] percentile of $\_\_\_\_per hour for the [\_\_\_\_\_\_\_] industry.
* The minimum value of the following benefits offered to hourly workers is
  + Health insurance: $\_\_\_\_\_ per \_\_\_
  + Retirement contributions: $\_\_\_\_\_ per \_\_\_
  + PTO: \_\_\_\_hours per \_\_\_\_\_
  + Paid sick or family leave: \_\_\_\_\_ days per \_\_\_\_\_
  + Childcare or other caregiving financial assistance: $\_\_\_\_\_\_\_\_\_per worker or provision of on/near-site care
  + Transportation assistance: $ \_\_\_\_\_\_\_\_\_per worker\_
  + Education/tuition reimbursement or financial contribution: $\_\_\_\_\_\_\_\_\_\_
  + Other: $\_\_\_\_\_\_\_\_\_per worker\_\_\_

**Commitment C3a.2:** Applicant will provide workforce education and training through:

* Establishment of or contribution to labor-management training partnership(s)[[1]](#footnote-2)
* [Insert minimum number of hours per worker]hours of paid on-the-job training
* Sponsoring registered apprenticeships: [insert goal number of apprentices]
* Covering costs and paid time for professional development and continuing education: [Enter certifications]
* Other: [Describe]

**Commitment C3a.3:** Applicant will ensure hourly production workers are engaged in the design and implementation of workplace safety and health plans. Specifics include:

* [insert number of hours] that will be dedicated to a health and safety committee by production workers and will be paid [insert time and rate paid] for their time participating.
* Indicate which of the following, if any, the training provided will include:
  + worksite safety analysis
  + worksite violence recognition and prevention plan
  + hazard prevention and control
  + safety and health training
  + anti-harassment and by-stander intervention training
  + Other: [describe]
* Indicate the frequency of these health and safety committee planning meetings will be held.
* Indicate plans for how these safety and health plans will be considered by the organization’s management (e.g., when they will be reviewed and by when a decision to incorporate the recommendations will be made).

**b. Construction Jobs**

**[Examples]**

**Commitment C3b.1** Applicant commits to pay competitive wage and benefit rates benchmarked against local Davis-Bacon Act prevailing wages as follows:

* %\_\_\_\_above posted prevailing wage per hour for base wages
* Health insurance: $\_\_\_\_\_ per \_\_\_
* Retirement contributions: $\_\_\_\_\_ per \_\_\_
* PTO: \_\_\_\_hours per \_\_\_\_\_

**Commitment C3b.2** Applicant will provide workforce education and training through:

* Utilization of registered apprentices at [insert percentage] of total project labor hours.
* Utilization of pre-apprenticeship programs at [insert percentage] of total project labor hours.
* **Commitment C3b.3:** Recipient will ensure highest standards of construction site health and safety, including site free of harassment and discrimination. Applicant will ensure hourly construction workers’ concerns are engaged in the design and implementation of workplace safety and health plan. Specifics include:
  + [insert percent] of onsite workers that will have OSHA 30 certification
  + [insert percent] of onsite workers that will have OSHA 10 certification
  + [insert number of hours] that will be dedicated to a health and safety committee by construction workers and will be paid [insert time and rate paid] for their time participating.
* Indicate which of the following, if any, the training provided will include:
  + worksite safety analysis
  + worksite violence recognition and prevention plan
  + hazard prevention and control
  + safety and health training
  + anti-harassment and by-stander intervention training
  + Other: [Describe]
* Indicate the frequency of these health and safety committee planning meetings will be held.
* Indicate plans for how these safety and health plans will be considered by the organization’s management (e.g., when they will be reviewed and by when a decision to incorporate the recommendations will be made).

# Diversity, Equity, Inclusion, and Accessibility

**Instructions:** This section should summarize the Applicant’s plan to incorporate diversity, equity, inclusion, and accessibility (DEIA) objectives into the project. A non-exhaustive list of possible commitments is provided below.

Each commitment may include a brief summary of the plan and should enumerate specific elements as sub-commitments below. The Applicant should add or delete commitments to reflect their specific plan.

For funded projects, funding recipients will be required to report on partnerships described.

**[Examples]**

**Commitment D1.** The Applicant commits to partnering or contracting with Minority-Serving Institutions, businesses majority owned or controlled by residents of disadvantaged communities, and/or underrepresented persons or groups of underrepresented persons.

**Commitment D1.1:** [Name of partnership]

**Summary of scope of work:** [insert here]

**Contract amount:** $\_\_\_\_\_

**Overall value of partnership:** $\_\_\_\_\_

**Commitment D2.** Applicant commits to implementing a plan to reduce barriers and improve access to jobs for local workers, residents of disadvantaged communities, and/or underrepresented workers.

**Commitment D2.1:** Applicant will partner with quality pre-apprenticeship or apprenticeship readiness programs[[2]](#footnote-3) to foster improved access for local workers, underrepresented workers and/or residents of disadvantaged communities to career-track training and employment.

Please indicate how, if applicable, partnering programs specifically work to improve access for underrepresented workers.

**Name and description of readiness program(s):** [insert here]

Partnerships and financial contributions to community-based organizations to provide support services to workers or people in relevant training (e.g., childcare supports, transportation vouchers, employability skills training, etc.): [Describe]

**Commitment D2.2:** Applicant will partner with training and placement programs (other than pre-apprenticeship programs) for underrepresented workers and residents of disadvantaged communities.

**Name of training and placement programs:** [insert here]

Establishing and executing an inclusive recruitment strategy (e.g., a strategy to support broad recruitment for the apprenticeship programs, outreach to community-based organizations that work with prospective workers/apprentices): [Describe]

**Commitment D2.3**: Applicant will provide $\_\_\_\_\_ in supports/subsidies for workers to access affordable, reliable, and high-quality childcare, or other types of care.

**Description of services:** [insert here]

**Commitment D2.4**: Applicant will provide flexible work schedules.

**Description of flexible work schedule program:** [insert here]

**Commitment D2.5**: Applicant will provide of $\_\_\_\_\_ in transportation assistance to and from work and training sites.

**Description of assistance provided, including any cost to employee, contractor, or trainee:** [insert here]

**Commitment D2.6**: Applicant will provide emergency cash assistance for items such as tools, work clothing, etc.

**Commitment D2.7**: Applicant will recruit residents of disadvantaged communities and/or underrepresented workers. [insert description of recruiting efforts here]

**Commitment D2.8**: Applicant will recruit local workers. [insert description of recruiting efforts here]

# Justice40 Initiative

**Instructions:** This section should reflect the Justice40 Initiative’s overall benefits and plan for identifying and mitigating any anticipated negative impacts on disadvantaged communities that have been marginalized by underinvestment and overburdened by pollution. As outlined on [DOE’s Justice40 Initiative webpage](https://www.energy.gov/justice/justice40-initiative), the overall benefits are grouped by policy priorities below, with space to add additional benefits that do not fit in categories provided.

Applicants must provide an overview of benefits to disadvantaged communities that the project can deliver, supported by measurable milestones. Applicants should use the White House Council on Environmental Quality’s [Climate and Economic Justice Screening Tool](https://screeningtool.geoplatform.gov/en/) (CEJST), a geospatial mapping tool used by federal agencies, as the primary tool to identify disadvantaged communities. Applicants are encouraged to use the information available through tools such as the Environmental Protection Agency’s EJSCREEN to assist in assessing how the benefits of a project will reverse or mitigate the burdens of disadvantaged communities.

For each benefit, the Applicant should indicate:

-which disadvantaged community is to benefit;

-how and when planned or anticipated benefits are expected to flow to communities;

-SMART milestones to indicate progress toward benefit delivery;

-metrics to be used to track and report on benefits;

-community-based organizations involved in identifying, negotiating, or delivering benefits;

and,

-a discussion of anticipated negative and cumulative environmental impacts on disadvantaged communities.

The Applicant should add or delete commitments (and re-number accordingly) to reflect their specific plan.

**[Examples]**

**E.1. A decrease in energy burden (energy costs for low-income households)**

**Benefit E1.1: [Description of benefit]**

* The disadvantaged community that will benefit:
* How benefit will be delivered (e.g., direct or indirect, who will deliver):
* When benefit will be delivered:
* Milestones toward benefit delivery:
* Metrics to track and report on benefits:
* Unanticipated barriers and strategies to address barriers:
* Community-based organization(s) involved in identifying or negotiating benefit or developing plan for benefit delivery:

**E.2. A decrease in environmental exposure and burdens**

**Benefit E2.1: [Description of benefit]**

* The disadvantaged community that will benefit:
* How benefit will be delivered (e.g., direct or indirect, who will deliver):
* When benefit will be delivered:
* Milestones toward benefit delivery:
* Metrics to track and report on benefits:
* Community-based organization(s) involved in identifying or negotiating benefit or developing plan for benefit delivery:

**E.3. An increase in access to low-cost capital**

**Benefit E3.1: [Description of benefit]**

* The disadvantaged community that will benefit:
* How benefit will be delivered (e.g., direct or indirect, who will deliver):
* When benefit will be delivered:
* Milestones toward benefit delivery:
* Metrics to track and report on benefits:
* Community-based organization(s) involved in identifying or negotiating benefit or developing plan for benefit delivery:

**E.4. An increase in quality job creation, the clean energy job pipeline, and job training for individuals**

This section should clarify any quality jobs-related commitments that are specific to a disadvantaged community and are distinct from more general quality jobs commitments noted in section C or D above.

**Benefit E4.1: [Description of benefit]**

* The disadvantaged community that will benefit:
* How benefit will be delivered (e.g., direct or indirect, who will deliver):
* When benefit will be delivered:
* Milestones toward benefit delivery:
* Metrics to track and report on benefits:
* Community-based organization(s) involved in identifying or negotiating benefit or developing plan for benefit delivery:

**E.5. Increases in clean energy enterprise creation and contracting**

**Benefit E5.1: [Description of benefit]**

* The disadvantaged community that will benefit:
* How benefit will be delivered (e.g., direct or indirect, who will deliver):
* When benefit will be delivered:
* Milestones toward benefit delivery:
* Metrics to track and report on benefits:
* Community-based organization(s) or Tribes involved in identifying or negotiating benefit or developing plan for benefit delivery:

**E.6. Increases in energy democracy, including Tribal Nation or community ownership of project assets**

**Benefit E6.1: [Description of benefit]**

* The disadvantaged community that will benefit:
* How benefit will be delivered (e.g., direct or indirect, who will deliver):
* When benefit will be delivered:
* Milestones toward benefit delivery:
* Metrics to track and report on benefits:
* Community-based organization(s) involved in identifying or negotiating benefit or developing plan for benefit delivery:

**E.7. Increased parity in clean energy technology access and adoption**

**Benefit E7.1: [Description of benefit]**

* The disadvantaged community that will benefit:
* How benefit will be delivered (e.g., direct or indirect, who will deliver):
* When benefit will be delivered:
* Milestones toward benefit delivery:
* Metrics to track and report on benefits:
* Community-based organization(s) involved in identifying or negotiating benefit or developing plan for benefit delivery:

**E.8. An increase in energy and climate resilience**

**Benefit E8.1: [Description of benefit]**

* The disadvantaged community that will benefit:
* How benefit will be delivered (e.g., direct or indirect, who will deliver):
* When benefit will be delivered:
* Milestones toward benefit delivery:
* Metrics to track and report on benefits:
* Community-based organization(s) involved in identifying or negotiating benefit or developing plan for benefit delivery:

**E.9. Other: Please identify additional, measurable benefits here.**

**Benefit E9.1: [Description of benefit]**

* The disadvantaged community that will benefit:
* How benefit will be delivered (e.g., direct or indirect, who will deliver):
* When benefit will be delivered:
* Milestones toward benefit delivery:
* Metrics to track and report on benefits:
* Community-based organization(s) involved in identifying or negotiating benefit or developing plan for benefit delivery:

**E.10. Anticipated or planned efforts to address or reduce potential negative environmental impacts**

**Instructions:** This section should summarize anticipated or potential negative environmental, social or economic impacts on local and disadvantaged communities, including communities geographically near the project or directly affected by project construction or operations, as well as known impacts upstream (in the supply chain, e.g., raw material extraction) or downstream (e.g., waste disposal). Consider direct impacts, indirect impacts, and cumulative impacts. This section may refer to the impacts identified in the National Environmental Policy Act (NEPA) Environmental Considerations Summary in Appendix G of the Funding Opportunity Announcement. The section should also summarize efforts to address or reduce discussed negative impacts.

Examples include:

1. Any increases in air pollution;

2. Any increases in water use;

3. Any increases in water pollution or other waste streams;

4. Any increases to consumer energy prices

For Phase 1 projects, this section should also summarize the Applicant’s plan to monitor and mitigate negative impacts if the project proceeds to commercialization.

# Summary Table: Community Benefits Outcomes and Objectives

**Instructions:** This section should be filled in to reflect the commitments and relevant time-based milestones covered throughout this document.

The Applicant should add or delete rows and columns so the table summarizes commitments and timelines from sections above. Red text indicates examples and should be deleted or modified to reflect Applicant’s plan. The following items should not be included in the CBOO:

Specific dates (only include general time frames (i.e. Demonstrate XYZ result by Month 3, not Demonstrate XYZ by June 8th, 2013).

Subcontractors, vendors or individuals by name. The award is provided to the Prime Recipient and, as such, the CBOO should not generally reference subcontractors.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Category and Commitment** | **Existing or Planned** | **Budget Period 1 milestone** | **Budget period 2 milestone** | **Budget period 3 milestone** | **Budget period 4 milestone** |
| **Community and Labor Engagement** |  |  |  |  |  |
| *Community benefits agreement* | Yes  Not at this time | *Parties and scope identified* | *Agreement signed* |  |  |
| *Collective bargaining agreement (operating jobs)* | Yes  Not at this time | *Parties and scope identified* | *Agreement signed* |  |  |
| *Project Labor Agreement (construction jobs)* | Yes  Not at this time | *Initial meeting* | *MOU signed* | *Agreement signed* |  |
| *[Other community and labor engagement commitments, e.g. # and type of engagements, etc.]*  *(Applicant should take note if there is a requirement for Workforce Continuity Plan)* |  |  |  |  |  |
| *Community feedback and data incorporated into the project* | Yes  Not at this time (If “Not at this time”, please provide an explanation in this cell). |  |  |  |  |
| **Investing in Quality Jobs** |  |  |  |  |  |
| *Total Number of Permanent Operations Jobs:* | [#] |  |  |  |  |
| *Number of Construction phase jobs:* | [#] |  |  |  |  |
| *Minimum starting wage for permanent hourly jobs:* | $\_\_/hr |  |  |  |  |
| *Pay upper quartile wages for industry and occupation* | Yes  No |  |  |  |  |
| *Fringe Benefits* | Employer-sponsored health insurance  Contributions to retirement  Transportation assistance  Childcare assistance |  |  |  |  |
| *Training* | Contributions to labor-management training partnership  Utilization of registered apprentices for at least 15% of construction jobs  Paid training  Tuition support or reimbursement |  |  |  |  |
| *Health and Safety Committee with Hourly Worker Representation* | Yes  Not at this time |  |  |  |  |
| *Support for Worker Organizing/Collective Bargaining* | ☐Pledge to make public any commitment made in the CBP to remain neutral during any union organizing campaigns  Pledge to make public any commitment made in the CBP to permit union recognition through card check.  Intention to enter into binding arbitration to settle first contracts  ☐ Pledge to make public any commitment made in the CBP to allow union organizers access to appropriate onsite nonwork spaces (e.g. lunchrooms)  ☐ Pledge to make public any commitment made in the CBP to refrain from holding captive audience meetings  **[Applies to For-Profit-Entities]** Certify, consistent with 2 CFR 910.352 (*Cost Principles*) and 48 CFR 31.205-21 (*Labor Relations Costs*), that they will not claim as cost share or submit any such costs as allowable costs, the ”costs of any activities undertaken to persuade employees, of any entity, to exercise or not exercise, or concerning the manner of exercising, the right to organize and bargain collectively through representatives of the employees’ own choosing.” (48 CFR 31.205-21) |  |  |  |  |
| Other Job Quality and Workforce |  |  |  |  |  |
| **Diversity, Equity, Inclusion, and Accessibility** |  |  |  |  |  |
| *Local recruitment efforts* | Yes  No |  |  |  |  |
| *Targeted recruitment efforts* | Yes  No |  |  |  |  |
| *Partnering or contracting with Minority -Serving Institutions or businesses majority owned or controlled by underrepresented persons or groups of underrepresented persons* | Yes  No |  |  |  |  |
| *Partner with quality pre-apprenticeship or apprenticeship readiness program[[3]](#footnote-4)* | Yes  No | *Partnerships with community-based organizations and ed/training providers for workforce needs planned.* |  |  |  |
| **Other DEIA** |  |  |  |  |  |
| **Justice40 Initiative (disadvantaged communities)** |  |  |  |  |  |
| *Identifies benefits/impacts* | Yes (If yes, list communities here)  No |  |  |  |  |
| *Reduction in energy costs* | Yes  No |  |  |  |  |
| *A decrease in environmental exposure and burdens* | Yes  No |  |  |  |  |
| *An increase in access to low-cost capital* | Yes  No |  |  |  |  |
| *An increase in quality job creation, the clean energy job pipeline, and job training for individuals* | Yes  No |  |  |  |  |
| *Increases in clean energy enterprise creation and contracting* | Yes  No |  |  |  |  |
| *Increases in energy democracy, including Tribal nation ownership or community ownership of project assets* | Yes  No |  |  |  |  |
| *Increased parity in clean energy technology access and adoption* | Yes  No |  |  |  |  |
| *An increase in energy and climate resilience* | Yes  No |  |  |  |  |
| Other Justice40 |  |  |  |  |  |

[END OF DEMONSTRATION AND DEPLOYMENT TEMPLATE]

1. For more information on labor-management partnership, see [the Department of Labor’s Know Your Rights Toolkit](https://www.workcenter.gov/). [↑](#footnote-ref-2)
2. Explore Apprenticeship.gov at <https://www.apprenticeship.gov/employers/explore-pre-apprenticeship> [↑](#footnote-ref-3)
3. Explore Apprenticeship.gov at [https://www.apprenticeship.gov/employers/explore-pre-apprenticeshiphttps://www.apprenticeship.gov/employers/explore-pre-apprenticeship](https://www.apprenticeship.gov/employers/explore-pre-apprenticeship) [↑](#footnote-ref-4)