What is the CBA?
The CBA (Community Benefits Agreement) is an agreement between the community, labor unions, and public or private institutions which ensures that workforce diversity and community inclusion are integral parts of project planning and bidding processes for all contractors. The CBA strengthens our communities, brings fair benefits to all workers and community members, promotes the training and placement of women, people of color and young people, and helps to grow the demand for minority and women-owned businesses.
Why do we need a CBA?

Before the CBA was implemented, federal standards required contractors to hire just 6.9% women and 4.5% minorities (out of their total workforce) for city or county projects. This leads to a public project workforce which lacks diversity and doesn’t accurately represent the very population it serves. Furthermore, minority and women owned businesses have experienced difficulty getting public contracts due to their inability to compete with the larger, established firms.

What does the CBA do?

Recruitment & Training: Owners and employers under the agreement agree to set money aside to promote workforce equity through the recruitment, training and hiring of a diverse and qualified workforce. This funding will support recruitment and training opportunities for historically disadvantaged or underrepresented people, including people of color, women, low-income individuals and all young people.

Workforce Diversity: Women and people of color have historically been denied access to high wage building and construction trades workforce. This agreement tackles this long-standing inequity head-on by setting participation and outreach goals for women and people of color. MAWE intends that this CBA sets a new standard for a diversified workforce in the Metropolitan area: the goals of 9% for Women and 18% for people of color, while driving demand for all new workers.

Utilization of Minority and Women-Owned Businesses: The CBA sets goals and bid preference related to minority and women-owned business utilization, as well as funds for Contractor Technical Assistance to build the capacity of these firms.

How is the CBA implemented and enforced?

The CBA sets up an ongoing governance structure to ensure oversight, constant improvement and continuity between projects. When projects adopt the CBA, they help ensure that the umbrella of fair opportunity will be extended to everyone in the community. MAWE will continue to actively engage with community, labor, owners and contractors.

On the Labor-Management-Community Oversight Committee, representatives from Unions, project owners, contractors and community groups will meet regularly to resolve disputes and conflicts, monitor worker utilization and diversity, improve CBA goals and processes, and administer funds related to recruitment, training, contractor assistance and oversight.

For more information please go to: cbanw.org