

CROSS-CUTTING ENVIRONMENTAL, LABOR, AND EQUITY STANDARDS

The quality of the jobs created through this economic renewal plan is just as important as the quantity of jobs. Stimulus investments must be subject to high-road labor standards to ensure that the jobs created are family-sustaining careers that offer workers a dignified and meaningful livelihood and lasting economic security.

To chart a path to a more equitable society, these jobs must be made accessible to all people. In addition, equitable hiring practices and targeted investments must be used to prioritize job creation, economic ownership opportunities, improved health outcomes, and environmental benefits for low-income communities, communities of color, women, and others who are bearing the brunt of the economic, health, and climate crises. Finally, to yield a healthier and more stable future, stimulus investments also must address climate change and toxic pollution. The materials, operations, and end use of projects must uphold environmental standards that reduce pollution and increase climate resilience for communities.

All investments in a THRIVE-aligned economic renewal plan must uphold the following environmental, labor, and equity standards.

Climate and Environmental Standards

- ▶ Investments should meet a baseline climate and environmental test. To qualify for funding, projects should demonstrate that their use will support reduced greenhouse gases, reduced toxic pollution, and/or increased climate resilience.
- ▶ The materials and parts used should be subject to Buy Clean standards that reduce industrial pollution, climate resilience standards, and energy efficiency standards (as applicable).
- ▶ All construction and related contracts should include requirements to use climate-resilient designs for infrastructure and low-emissions operations.

Labor Standards

- ▶ All construction, service, and related contracts should include requirements for Davis-Bacon prevailing wages, project labor agreements, a neutrality policy on collective bargaining, and use of registered apprenticeship programs, among other labor standards; in addition to preferences for local hire, community-based businesses, and worker cooperatives.



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- ▶ The materials and parts used should be subject to Buy America and other domestic content policies, after closing loopholes in those policies, to support manufacturing job creation.

Equity Standards

- ▶ At least 50 percent of investments should be directed toward low-income communities, communities of color, deindustrialized communities, and other communities facing disproportionate impacts from the COVID-19 crisis, toxic pollution, and/or climate change.
- ▶ The share of infrastructure funding that goes to the District of Columbia, Puerto Rico, and all U.S. territories should be at least proportional to the population of these jurisdictions.
- ▶ All construction and related contracts should require community benefits agreements; a mandatory “ban the box” policy to ensure fair employment opportunities for all; and hiring and contracting preferences for low-income workers, people of color, women, people with disabilities, LGBTQ+ individuals, and formerly incarcerated people.
- ▶ All jobs created should be accessible to undocumented immigrants and paired with a moratorium on deportations and a path to citizenship for those workers.