

## Community Benefits Agreements (CBA) Quick Info

### What is a Community Benefits Agreement (CBA)?

A Community Benefits Agreement (CBA) is a legally binding contract between the developer of a project and representatives from the community in which the project is proposed. Although each CBA is unique to the community and project, typical CBA components include:

- **Local Hire:** A percentage of the jobs created by the project must be filled by members from the local community.
- **Job Training:** Developer provides funding for a jobs training center to create a pipeline of qualified candidates from the local community, primarily youth or displaced workers, to the jobs created by the project.
- **Livable Wage:** This requires jobs created by the project to pay a livable wage, which is not the same as minimum wage. A livable wage is usually higher than the federal minimum wage and calculated based on the city's cost of living.
- **Affordable Housing:** Requires a certain percentage of the housing units that are created as part of the development to be affordable for low- and middle-income households.

### How are CBAs created?

Historically, CBAs were negotiated between the developer and community-based organizations and/or coalitions. As CBAs' sophistication and policy implications increased, local governments became involved in the negotiations and often served as intermediaries, or even arbitrators.

### How are CBAs enforced?

CBAs are often enforced by a Community Advisory Committee that is composed of representatives from the community, the City, and the developer. However, there are cities that have created staff positions that are responsible for implementing, monitoring, and enforcing CBAs.

### What should I know about the Howard Terminal CBA?

The City of Oakland is working closely with residential community members, advocates, Community-Based Organizations, the Oakland A's, and the Port of Oakland to develop an equity-centered Howard Terminal CBA through a collaborative Steering Committee structure. The Steering Committee members will be selected by their peer community members and stakeholders at the **Howard Terminal CBA Topic Cohort Meeting** on Monday, February 10, 2020. If you are interested in learning more and/or getting involved with the Howard Terminal CBA, please attend this meeting! Food and childcare will be provided.

### How can I learn more about CBAs?

A great place to start is reading "**Community Benefits 101**" on the Partnership for Working Families' web site at <https://www.forworkingfamilies.org/page/communitybenefits-101>.

### How can I stay updated about upcoming community meetings and events?

Visit <https://bit.ly/htballpark> to sign up for email updates!

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