

Community Benefits Agreement Demands Summary

Ford Motor Company can mitigate the long-term impacts of BlueOval City and ensure that all communities are uplifted in economic development through a legally-binding Community Benefits Agreement with BlueOval Good Neighbors. This agreement should include commitments to local hiring and workforce development, ensuring quality, affordable housing and costs of living, and land and environmental protections.

This document summarizes the key demands from BlueOval Good Neighbors.

Community Decision-Making Power in BlueOval City Development

Issue: Community members must have a meaningful seat at the table with decision-making power which existing structures do not allow them as Ford prepares to begin operations in West Tennessee.

Key Demands:

1. Establish BlueOval Good Neighbors Community Board which has oversight of the implementation and enforcement of this agreement between Ford Motor Company and BlueOval Good Neighbors.
2. Commit funding for the BlueOval Good Neighbors Community Board to hire at least one full-time staff member to lead on the implementation and enforcement of this agreement over the next ten years.

Commitments to Local Hiring, Workforce Development, & Union Neutrality

Issue: Ford and its joint venture BlueOval SK are set to [create 6,000 jobs](#) in BlueOval City in West Tennessee. It is essential that the existing predominantly Black communities of the region have an opportunity to be trained, hired, and successful in these jobs. Black communities in West Tennessee [already have lower household incomes and higher poverty rates](#) than the majority white communities in the region. Job opportunities and local hiring requirements, including for formerly incarcerated community members, can ensure economic development benefits our communities and reverses these historic trends. Workers at BlueOval SK's battery plant should also be free to decide whether they want to join a union without company interference.

Key Demands:

1. Commit to hiring 50% of all production workers, and at least 20% of all promotions, from local and historically disadvantaged groups. Local and historically disadvantaged groups are defined as under-employed residents in the rural West Tennessee area including but not limited to Haywood, Fayette, Tipton, Hardeman, Shelby and Madison County.
2. Provide full-time, permanent jobs for at least 200 formerly incarcerated production workers from West Tennessee by the year 2027, establishing a re-entry hiring program. Commit to not discriminate in hiring or promotion on the basis of criminal record. Commit to having 10% of all production workers to be formerly incarcerated by 2030.
3. Commit to a wage floor of \$30 per hour for working families to make above the ALICE minimum (Asset Limited Income Constrained Employed) to afford living and housing expenses in West Tennessee. This wage floor will be examined every three years to ensure it is above a ALICE wage for all workers. ***Please note this wage may change or be amended as we continue to research this topic.***
4. Ford commits to quarterly meetings with BlueOval Good Neighbors Community Board to provide transparency around the current workforce and current hiring, training, placement and retention methods to ensure that local hiring of historically disadvantaged and in-region communities are being prioritized.
5. Ford commits to providing annual scholarships for local residents (as defined as living in West Tennessee prior to 2022) or descendants of residents who have lived in the rural West Tennessee area for the past generation for all tuition expenses to attend Tennessee College of Applied Technologies for work certification and training.
6. Ford Motor Company and BlueOval SK commits and agrees to be completely neutral regarding the issue of representation by the Union, that it has a constructive and positive relationship with the Union and has entered into this Partnership Agreement with the Union.
 - Upon request of the Union, Ford shall provide the Union with a list of all full-time and regular part-time production and maintenance employees employed at Ford Blue Oval SK battery and manufacturing plant.

- Ford will provide the Union with access to employees in non-work areas during non-work times and will provide Union access for meetings with its employees on Employer's premises during work time as mutually agreed.
 - Ford will permit the lawful distribution of union literature in non-work areas of its facility during non-work time and will allow the lawful display of union insignia.
 - In the event that the Union is found to have achieved majority status, Ford agrees to recognize the Union as the exclusive bargaining representative of employees in the Bargaining Unit.
7. Ford commits to providing funding to a local organization who can provide free education, resources and financial literacy information to workers so they can take advantage of the new and exciting economic growth and opportunities in the region.

Ensuring Quality, Affordable Housing & Protections from Housing Shock

Issue: BlueOval City will lead to skyrocketing costs of living, from housing to utility rate increases. A [state report](#) estimated that BlueOval City could bring more than 176,000 new residents to West Tennessee by 2045 and noted concerns about infrastructure to house new residents and increased housing prices. Local utilities have [already started](#) raising rates to support infrastructure development. Majority Black regions of West Tennessee are [more likely](#) to pay more than 35 percent of their household income towards rent. This disparity is [most evident](#) in majority Black Mason, where 72 percent of renters pay more than 35 percent of their household income on rent.

West Tennesseans are at risk of displacement, gentrification, housing shocks, land loss, and evictions. Without long-term investments in affordable housing and protections for tenants and homeowners, communities will be pushed out of their homes as real estate developers profit from development.

Key Demands:

1. Provide a fund to Haywood, Tipton, and Fayette Counties, under community governance, for the next twenty years, to be used to hire attorneys to freely represent tenants who are faced with eviction due to rising rental costs in West Tennessee for up to a year.
2. Provide a fund for local residents to access up to 3X the average median monthly rent for the county to relocate due to a housing shock, defined as eviction, retaliation, or other predatory practices from developers. Local residents can use

this fund to pay for relocation costs such as first and last month rent, a security deposit, and movers.

3. Establish a fund to be used as subsidies for utility bills and housing repairs for West Tennessee residents earning less than 60% of the AMI/MHI as of 2024 and to be assessed every three years for rising costs in living.
4. Contribute to the construction of West Tennessee affordable housing that is selected together by Ford and the BlueOval Good Neighbors Community Board. If Ford builds any worker or community housing of its own, commit to a minimum of 25% of the residential units within the development to be set aside for households earning less than 60% of the AMI/MHI and to include as of 2024 to be assessed every three years for rising cost of living.
5. Grant a fund to a housing non-profit that may provide education to local residents about how they can access non-governmental and governmental programs to subsidize their living expenses such as rising property taxes due to the rising cost of living in the area.
6. Contribute to a fund be used as subsidies for rising property taxes to homeowners who have lived in the area for three years or more since 2022 to keep their home despite the rising cost of living.

Repairing Harm to Black Farmers & Investing in Public Land Ownership

Issue: Since Ford Motor Company has announced the project, many Black farmers have been [subjected to land grabs](#) from the state for construction of roads and development of the plant. Farmers have been offered very little for their land under claims of eminent domain and described these land grabs as reflective of a history of dispossession in West Tennessee Black history. As real estate developers and other commercial and industrial users begin to enter the region, existing communities will continue to face this pressure without guarantee of maintaining ownership of the land they have had for generations and also land available for public use.

Key Demands:

1. Identify, purchase, and transfer “replacement land” to farmers who have lost or sold their land—and want to continue farming—due to the new construction, roadways, highways, interstates and development related to BlueOval City for up

to a certain dollar amount value of land.

2. Create a “land bank” to mitigate the amount of land used for the project for BlueOval City. Identify, purchase, and transfer a half acre of land for public projects for every acre of land awarded by the State lease that would be managed by the BlueOval Good Neighbors Community Board.
3. Collaborate with BlueOval Good Neighbors to identify 10,000 acres of land, purchase land, and transfer to BlueOval Good Neighbors to be put into a Community Land Trust. Any development on the Land Trust would be approved by the BlueOval Good Neighbors Community Board.

Protecting Our Air, Land, and Water & Ensuring Health and Safety

Issue: The Megasite Authority of West Tennessee has the [capacity to provide](#) BlueOval City 7 million gallons of water for production every day. Community members and environmental justice organizations are concerned about maintaining long-term access to clean drinking water and the impacts of battery manufacturing and vehicle production on the environment, particularly the harms from toxic chemicals such as cobalt, nickel, manganese, PFAS, and a toxic solvent known as NMP used to manufacture batteries.

Lithium-ion batteries are also extremely flammable, and Ford’s battery venture partner SK has already been [recently alleged](#) to have caused a massive fire at a recycling facility and ramp up production to unsafe levels causing [dozens of fires](#) at the facility. These threats are significant health and safety issues for workers on the job.

Key Demands:

1. Commit to an independent auditor, selected by BlueOval Good Neighbors Community Board, to evaluate the harms of BlueOval City on workers and community members, including impacts to air, water, and land, within one year of manufacturing at BlueOval City. Establish a mitigation plan based on recommendations from this independent auditor.
2. Cooperate with and fund that provides for an annual assessment by the independent auditor to ensure compliance with the mitigation plan, including but not limited to soil, water, and air sampling.
3. Establish a clean up fund for chemical spills, lithium-ion fires, or other hazards posed to community members as a result of manufacturing operations at

BlueOval City, including reimbursement for medical bills as a direct result of manufacturing hazards.

4. Binding commitment to greywater and water reuse systems in manufacturing processes.
5. Fund well monitoring and modifications around BlueOval City to mitigate future impacts on wells to farmers and residents around the site.
6. Present comprehensive fire safety plan for workers and neighboring communities.

Investing in Community Facilities & Preserving Our Region's History

Issue: West Tennessee has a rich history of Black agricultural communities and a culture of tight-knit communities that could be transformed by BlueOval City. Fayette County Mayor Rhea “Skip” Taylor’s [attempt to take over the Bernard Community Center](#) in Mason is only one example of Ford’s arrival in West Tennessee reinforcing a history of Black dispossession of land and community spaces. As development rapidly continues in West Tennessee, our communities want to ensure that our spaces to gather and be in community are protected and invested in and that our histories are remembered for generations to come.

Key Demands:

1. Commit to funding, for the next ten years, to community centers, community-based organizations, and museums in West Tennessee, to be determined by the BlueOval Good Neighbors Community Board. Funding can be used for facilities, programming, or staff.
2. Commit to funding for at least one cultural preservation project such as hiring an archivist or museum curator to document the history of West Tennessee’s Black agricultural communities, to be determined by the BlueOval Good Neighbors Community Board.