Climate & Community INSTITUTE

WORKSHEET 1B

Is a CBA Right for Our Community?

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Directions

Use this scoring rubric to explore the pros and cons of undertaking a CBA negotiation. This worksheet can be completed on paper, digitally, or as a facilitated group exercise. For each question, select one of:

✔ = CBA Favorable ➖ = CBA Neutral ✘ = CBA Not Favorable

Target Audience

This worksheet is suitable for individuals or groups seeking to determine whether and how to engage in a proposed project. For the toolkit, this worksheet is focused on Fenceline Communities, EJ organizations, Tribal nations, and other disenfranchised groups and the organizations that support them.

Section One: Values

Is a CBA aligned with who we are and what we want?

Check one box in each row.

✔	➖	✘
☐ A CBA clearly aligns with our community's priorities and values.	☐ A CBA partially aligns with our values, but there are concerns.	☐ A CBA does not align with our community's priorities and values. 🚩 *Do not proceed.*
☐ Some level of project development is acceptable or desirable in our community.	☐ The community is divided or uncertain about whether development is acceptable.	☐ The project is fundamentally unacceptable regardless of benefits.
☐ With strong negotiation, benefits could reasonably outweigh harms.	☐ It is unclear whether benefits would outweigh harms.	☐ The likely harms far outweigh potential benefits.
☐ Without a CBA, our community is unlikely to receive meaningful benefits.	☐ Some benefits may occur without a CBA, but they are uncertain.	☐ The community will likely receive sufficient benefits without negotiating a CBA.

Count your responses

Number of ✔

Number of ➖

Number of ✘

Reflections and Notes – Values

Section Two: Leverage

Does a CBA actually give us power here?

Check one box in each row.

✔	➖	✘
☐ The project depends significantly on community agreement.	☐ It is unclear whether a CBA would influence whether the project proceeds.	☐ The project is likely to move forward regardless of whether a CBA exists.
☐ There are few meaningful opportunities to influence the project without a CBA.	☐ Some influence may be possible without a CBA.	☐ Strong influence is possible without negotiating a CBA.
☐ We have (or can secure) multi-year funding to support negotiation.	☐ Funding is uncertain or short-term.	☐ We do not have sufficient funding to sustain negotiation.
☐ The project relies on public funding, creating leverage.	☐ Public funding may be involved, but leverage is unclear.	☐ The project does not rely on public funding.
☐ The project depends on government approvals that create leverage points.	☐ Government approvals are involved, but leverage is limited.	☐ The project requires few approvals that provide leverage.

Count your responses

Number of ✔ _____

Number of ➖ _____

Number of ✘ _____

Reflections and Notes – Leverage

Section Three: Trust

Who are we dealing with?

Check one box in each row.

✔	▬	✘
☐ The sponsor has a track record of honoring commitments.	☐ The sponsor's reliability is unclear.	☐ The sponsor has failed to honor past commitments.
☐ The sponsor does not have a history of serious labor or legal violations.	☐ The sponsor's record is mixed or unclear.	☐ The sponsor has a history of labor violations or illegal practices.
☐ Existing government oversight does not adequately protect community interests, making a CBA important.	☐ Oversight offers partial protections.	☐ Existing oversight already adequately protects community concerns.

Count your responses

Number of ✔

Number of ▬

Number of ✘

Reflections and Notes – Trust

Section Four: Capacity

Can we realistically do this?

Check one box in each row.

✔	▬	✘
☐ We have the capacity (or a partner with capacity) to negotiate effectively.	☐ Our capacity is limited or uncertain.	☐ We do not have sufficient capacity to negotiate.
☐ We are likely to have a fair opportunity to influence negotiation terms.	☐ It is unclear whether we would have meaningful influence.	☐ We are unlikely to have a fair opportunity to shape terms.
☐ Our community is prepared for long-term engagement.	☐ Commitment levels are mixed or uncertain.	☐ We are not prepared for sustained long-term engagement.

Count your responses

Number of ✔ _____

Number of ▬ _____

Number of ✘ _____

Reflections and Notes – Capacity

Section Five: Context

What else could affect this decision?

Check one box in each row.

✔	➖	✘
☐ The developer appears open to negotiating seriously.	☐ The developer's openness is uncertain.	☐ The developer appears unwilling to negotiate meaningfully.
☐ A government body is requiring or strongly encouraging a CBA.	☐ Government involvement is unclear or weak.	☐ No government entity is requiring or encouraging a CBA.
☐ There are no existing campaigns likely to be negatively affected by negotiation.	☐ Existing campaigns may be affected, but impact is unclear.	☐ Negotiating a CBA could significantly undermine ongoing campaigns.
☐ There are no competing stakeholder groups, or coalition-building is feasible.	☐ Competing groups exist, but resolution is possible.	☐ Competing groups create significant fragmentation or conflict.

Count your responses

Number of ✔

Number of ➖

Number of ✘

Reflections and Notes – Context

Scoring Rubric Tally the total in each column per section and discuss with your team. There are no "correct" answers.	✔	➖	✘
Values: Is a CBA aligned with who we are and what we want?			
Leverage: Does a CBA actually give you power here?			
Trust: Who are you dealing with?			
Capacity: Can we realistically do this?			
Context: What else could affect this decision?			
Overall			

Facilitation questions:

- Are most ✘ responses clustered in one section?
- Are concerns structural or temporary?
- What changes are likely in the next 6–12 months?
- What would need to shift to move from ✘ to ➖ or ✔?