Climate & Community INSTITUTE

WORKSHEET 4C

Defining and Prioritizing Benefits

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Purpose

This Worksheet includes a list of community benefits. It is not an exhaustive list, and not every benefit would work in every community. This worksheet is intended as a starting place for community discussions to help you develop your own list of community benefit priorities.

Columns 1 and 2 are general categories of benefits. Column 3 provides space to rate and rank the benefits on a scale of 1 to 5, with 5 being "Very Interested." Column 4 includes space for notes.

ⓘ For examples of how these benefits have been used in previous CBAs, reference the tables with provisions examples for each type of provision in Key Components of a CBA.

Community Input and Participation

Type of Benefit	Priority	Notes
Community-engaged project design and development	☆☆☆☆☆	-
Reporting back to the community at key stages of development and/or annually	☆☆☆☆☆	-

Community Input and Participation

Type of Benefit	Priority	Notes
Community Advisory Council	☆☆☆☆☆	-

Indigenous Rights and Access

Type of Benefit	Priority	Notes
Recognition of Indigenous rights and associated obligations	☆☆☆☆☆	-
Indigenous access to land, territory and resources	☆☆☆☆☆	-
Tribal cultural resources and cultural heritage protection	☆☆☆☆☆	-

Indigenous Rights and Access

Type of Benefit	Priority	Notes
Harvester compensation and traditional ecological knowledge and practice	☆☆☆☆☆	-
Integration of Indigenous and land management practices; Indigenous-led environmental management, monitoring, and rehabilitation plans	☆☆☆☆☆	-

Finance

Type of Benefit	Priority	Notes
Community Benefit Funds	☆☆☆☆☆	-
Direct payments (could be one-time or recurring)	☆☆☆☆☆	-

Finance

Type of Benefit	Priority	Notes
Grants for defined community needs (e.g., infrastructure, scholarships, etc.)	☆☆☆☆☆	-
Trust accounts held by a third party	☆☆☆☆☆	-
Partial ownership of operations (with mitigation measures for risk and liability)	☆☆☆☆☆	-
Diversified revenues with fixed payments and royalties on produced/extracted commodities (e.g., kWh of energy, tons of copper, etc.)	☆☆☆☆☆	-

Environmental Protection, Mitigation, and Management

Type of Benefit	Priority	Notes
Bans on specific development practices	☆☆☆☆☆	-

Environmental Protection, Mitigation, and Management

Type of Benefit	Priority	Notes
Environmental mitigation plan with net-positive benefits beyond compensatory mitigation	☆☆☆☆☆	-
Inventory of toxic materials and products onsite; risk management plans; commitments to not use certain materials, e.g., pesticides; notify coalition if any materials of concern enter the project site.	☆☆☆☆☆	-
Water/air monitoring requirements and penalties for pollution and remediation	☆☆☆☆☆	-
Reclamation/decommissioning plan and cost coverage	☆☆☆☆☆	-
Bonding requirements (particularly for mining projects)	☆☆☆☆☆	-
Penalties for pollution and remediation steps	☆☆☆☆☆	-
Reduction in water or energy burden (water or energy costs for low-income communities)	☆☆☆☆☆	-

Environmental Protection, Mitigation, and Management

Type of Benefit	Priority	Notes
A decrease in environmental exposure and burdens	☆☆☆☆☆	-
Funding of third-party studies and capacity-building for assessing project environmental and human health impacts	☆☆☆☆☆	-
Clean energy enterprise creation and contracting	☆☆☆☆☆	-
Increases in energy sovereignty and democracy, including Tribal nation ownership or community ownership of project assets	☆☆☆☆☆	-
Increased parity in clean energy technology access and adoption	☆☆☆☆☆	-
An increase in energy and climate resilience	☆☆☆☆☆	-
Abandonment and rehabilitation plans	☆☆☆☆☆	-

Education and Training

Type of Benefit	Priority	Notes
Partner with schools and colleges to develop curricula and programs that align with industry needs and requirements.	☆☆☆☆☆	-
Offer internships, apprenticeships, and mentoring to provide students with practical experience and bridge the gap between classroom learning and real-world application.	☆☆☆☆☆	-
Commitments to offering on-the-job training, mentorship, education, and other support to students and early/mid-career professionals from disadvantaged communities and/or underrepresented groups.	☆☆☆☆☆	-
Commitments to implementing training to remove barriers to employment for individuals with disabilities.	☆☆☆☆☆	-

Education and Training

Type of Benefit	Priority	Notes
Commitments to partner with quality pre-apprenticeship or apprenticeship readiness programs to foster improved access for underrepresented workers and residents of disadvantaged communities to career-track training and employment.	☆☆☆☆☆	-
Commitments to partner with training and placement programs (other than pre-apprenticeship programs) for underrepresented workers and residents of disadvantaged communities.	☆☆☆☆☆	-
Authorize employees to volunteer their time and skills during regular work hours to support educational initiatives.	☆☆☆☆☆	-
Train local teachers in using the latest technology to improve instruction and keep educational practices up-to-date.	☆☆☆☆☆	-

Labor Conditions and Requirements

Type of Benefit	Priority	Notes
Local equitable hiring and promotion requirements, especially for highly competitive positions, entry-level & lower skill jobs	☆☆☆☆☆	-
Family-sustaining wage commitments with union neutrality	☆☆☆☆☆	-
Job-related health and safety commitments	☆☆☆☆☆	-
Local and targeted recruitment efforts	☆☆☆☆☆	-
Voluntary union recognition and informing employees of their rights, regardless of their classification.	☆☆☆☆☆	-
An increase in quality job creation, the clean energy job pipeline, and job training for individuals	☆☆☆☆☆	-

Entrepreneurship and Local Businesses

Type of Benefit	Priority	Notes
An increase in access to low-cost capital to support local businesses	☆☆☆☆☆	-
Implement the Local First vendor initiative, which allows local businesses to meet price and quality requirements before the contract is opened to non-local vendors	☆☆☆☆☆	-
Set a target for small business and local vendor procurement participation and report annually on progress	☆☆☆☆☆	-
Partnering or contracting with Minority-Serving Institutions or businesses majority owned or controlled by underrepresented persons or groups of underrepresented persons	☆☆☆☆☆	-
Offer local vendor procurement incentives	☆☆☆☆☆	-

Community Facilities and Infrastructure

Type of Benefit	Priority	Notes
Reclamation throughout project life, not only after closure	☆☆☆☆☆	-
Support affordable housing	☆☆☆☆☆	-
Waste management plan throughout the project life, not only after closure	☆☆☆☆☆	-
Upgrade and development of regional water and wastewater facilities, rather than site-serving facilities	☆☆☆☆☆	-
Active transportation, including pedestrian and bike paths	☆☆☆☆☆	-
Host transit hub	☆☆☆☆☆	-
House regional-serving hospitals, childcare, fire stations, and other services	☆☆☆☆☆	-

CBA Governance: Terms, Accountability, and Enforcement		
Type of Benefit	**Priority**	**Notes**
Identification of representatives, CBA decision-making authorities	☆☆☆☆☆	-
Dispute resolution process and/or arbitration clause(s)	☆☆☆☆☆	-
Outline of penalties or legal obligations for not adhering to the CBA	☆☆☆☆☆	-
Identification of who is responsible for CBA enforcement	☆☆☆☆☆	-
Assumption of contract obligations in the event of acquisition, bankruptcy, foreclosure, etc.	☆☆☆☆☆	-
Regulatory approvals and compliance throughout the lifecycle of the project and post-closure	☆☆☆☆☆	-
Involvement of the coalition and the Tribes in the closure plan development and implementation	☆☆☆☆☆	-
CBA duration or expiration date	☆☆☆☆☆	-

Special Provisions Specific to Local Context		
Type of Benefit	**Priority**	**Notes**
	☆☆☆☆☆	-
	☆☆☆☆☆	-
	☆☆☆☆☆	-
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	☆☆☆☆☆	-
	☆☆☆☆☆	-

Reference: Adapted and expanded from Section 4 and Table 4.3 (pp. 136-177), Gibson, G., & O'Faircheallaigh, C. (2015). IBA Community Toolkit: Negotiation and Implementation of Impact and Benefit Agreements. The Gordon Foundation.