



# PROJECT CYPRESS

## Community Benefits Commitments Summary



This Community Benefits Commitments fact sheet describes how Project Cypress will engage community and labor stakeholders **during the initial planning and development phase of the project**. These commitments will be updated at the end of each phase to reflect key learnings and developments as the project continues to grow in complexity.



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# COMMUNITY ENGAGEMENT COUNCIL

Project Cypress will create a Community Engagement Council (CEC) with membership that is representative of impacted communities/community groups. In line with DOE's priorities to advance diversity, equity, inclusion and accessibility, specific attention will be given to outreach and recruitment of representatives from:

- Residents of disadvantaged communities impacted by the project
- Limited English proficiency communities
- Local workforce development organizations
- Labor organization(s)
- Workforce training provider(s)
- Impacted community members/community groups who have expressed concerns about impacts of direct air capture (DAC), carbon dioxide (CO<sub>2</sub>) transportation and storage, including the extent to which benefits will flow to local workers in disadvantaged communities

**During the inaugural meetings of the CEC, the CEC and project partners will develop by-laws to govern CEC activities.**



Pre-rendered concept art

## The CEC will:

- Serve as the primary community advisory/engagement board for the project.
- Assist the project team in identifying and understanding community priorities and interests relevant to and/or affected by the project.
- Be aware of the high-level project schedule to determine when the CEC can provide inputs.
- Influence community benefits and methods to mitigate potential negative impacts.
- Be briefed on site maintenance/safety considerations to (1) ensure the CEC is aware of safety and maintenance mechanisms, (2) be aware of any reporting or plans on file with local emergency responders, and (3) be empowered to contact Project Cypress team if any concerns arise or anything is observed.
- Help develop a schedule for regular CEC meetings and community engagement events.
- Provide the public a way to contact the project team through a key contact.
- Serve as a conduit to the project team for community concerns that may arise like traffic congestion or noise during construction.

**The CEC will be established within the first three months of the project being awarded. Information on how and when to join the CEC will be announced publicly via the [Project Cypress website](#), media releases, social media, and more.**





# COMMUNITY AND LABOR ENGAGEMENT ACTIVITIES

Project Cypress will develop an engagement strategy and schedule, including methods and targeted outcomes (e.g., collecting input on Justice40 plans and assessments, community-engaged project development, reporting, pursuing negotiated agreements, technical assistance).

The project team will engage in robust, ongoing two-way engagement with impacted communities and workers, with a focus on fenceline, disadvantaged, underrepresented, and typically excluded groups, focused on the development of negotiated workforce and community agreements (e.g., community workforce agreements, community benefits agreements).

## These agreements could include the following:

- Defining points of CEC and/or community input
- Discussing the nature of project benefits
- Outlining disbenefit mitigation efforts
- Developing the cadence and methodology of public-facing in-person and virtual engagement efforts
- Providing a mechanism in which community members can contact project team members
- Using Registered Apprenticeship Programs and pre-apprenticeship programs to build career pathways







## WORKFORCE AND COMMUNITY AGREEMENTS

An agreement between Project Cypress or its Engineering, Procurement, and Construction (EPC) contractor(s) and union and/or non-union labor partners setting the terms and conditions of employment for both construction and operations will be pursued. If Project Cypress or the EPC does not come to agreement on a project labor agreement

or community workforce agreement, a detailed workforce continuity plan will be developed to ensure project delays and risks are minimized. The project workforce continuity plan will be updated throughout the initial phase/project as new and more detailed information arises.

## QUALITY JOBS, LOCAL HIRING, AND WORKFORCE DEVELOPMENT

Project Cypress will create a Site Labor and Workforce Development plan that ensures project construction and operations jobs are of sufficient quality to attract and retain a skilled workforce to accomplish project objectives during the construction and operations phases. This plan will:

- Describe the anticipated job creation and training, identify any risks related to lack of skilled workforce or workforce stoppage in future phases, and identify any potential negative workforce impacts from the project (e.g., worker displacement or job loss).
- Describe plans to provide equal access to jobs for local residents for construction and operations. Specify mechanisms for verification and reporting of hiring and recruitment efforts. Project Cypress has a 10% hiring goal for workers previously employed by the fossil fuel or plastics industries.
- Describe any relevant activities related to designing/ implementing strategies to increase pathways to employment for underrepresented workers, including providing support services (e.g., apprenticeship readiness, Registered Apprenticeship programs, flexible work schedules).

- Describe any activities needed or commitments made to ensure a workplace free from harassment and discrimination, including against employees' right to organize and bargain collectively through a representative of their choosing.
- If quantitative and qualitative workforce commitments exist to ensure job quality that have not been elaborated elsewhere (e.g., above-average wages and benefits, continuing education, workplace health and safety plans or training), describe tasks to work towards those commitments.



Photo of an Heirloom facility, Brisbane California



## TRIBAL ENGAGEMENT

Project Cypress will plan to ensure that any affected tribes expressing interest in engagement are engaged during the initial project phase. DOE will conduct any necessary government-to-government consultations with federally recognized tribes.

## EQUITABLE IMPACTS

**Project Cypress will identify potential project impacts and all identified impacts (both benefits and negative impacts) will be:**

- Discussed with CEC
- Quantified and characterized, including total magnitude and geographical context with respect to disadvantaged communities
- Addressed with a plan to maximize benefits to disadvantaged communities and avoid, minimize, mitigate, or eliminate negative impacts



### **The potential impacts already identified include:**

- Land use/visual changes of system
- Environmental impacts during construction
- Traffic increases during construction
- Noise during project construction and operations
- Health and safety of workers and residents
- CO<sub>2</sub> transport (pipeline) risks
- Risk of leakage during CO<sub>2</sub> storage
- Air quality impacts by machinery used for construction
- Light pollution from the system
- Energy use
- Water use
- Waste management
- Water drainage
- Emergency response
- Any other air, soil, or water impacts from operation of the DAC hub





# DATA REPORTING PLATFORM(S) AND APPROACH

Project Cypress will create a publicly available platform that regularly shares project data and information. The platform will be easily accessible to the public and provide updates on project activities. The platform will include mechanisms (e.g., email, form) to provide feedback.

**The types of data to be reported during the initial phase could include, but are not limited to:**

- Basic project info (e.g., technology types, locations)
- Project status updates
- Contact information for project leads
- Engagement opportunities
- CEC recommendations and responses
- Progress against Community Benefits Commitments

**Project Cypress will develop plans to ensure the platform can accommodate data sharing in future phases, including:**

- Summary of compliance and violations of air permits
- Safety and emergency response protocols and issues
- Additional environmental monitoring data

# COMMUNITY PARTNERSHIPS

Project Cypress will initiate and begin implementation of critical partnerships to support and train a well-qualified workforce and to advance equity, civil rights, and equal social and economic opportunity, including access to jobs.

**Targets and strategies could include but are not limited to:**

- Providing equal access to careers for local residents.
- Salary, benefits, and labor standards that, at a minimum, comply with the Department of Labor's Davis-Bacon and Related Acts, and for workers not covered under Davis-Bacon, wages targeted to 75th percentile or above.

Percentage requirements for jobs to be filled by registered apprenticeship positions.

**Project Cypress will develop a list of underrepresented business enterprises capable of supplying materials and services during future phases.**



**Potential key community partners could include but are not limited to:**

- Local Business Leaders
- Local Workforce Development Organizations and Educational Institutions
- Community Organizations