Community Benefit Cards

These cards provide example ideas for a Community Benefits Plan for participants to consider and discuss. They are designed to create conversation for educational purposes.

These cards are not formal guidance on the development of Community Benefit Plans. The Department of Energy's formal guidance can be found in each Funding Opportunities Specific Requirements and general guidance can be found here: *How to Get Started on Your Community Benefits Plan | Department of Energy*.

Subsidized Transportation Costs

Developer agrees to subsidize the cost of transportation for all of its employees.

COST **3 CHIPS**

Stack chips here →

3

UPGRADED VERSION
4 CHIPS

In addition to subsidized transportation costs, developer funds a bus for members commuting from the local area.

Subsidized Childcare Costs for All Full-Time Employees

Developer commits to subsidizing the cost of childcare for all full-time employees.

COST **3 CHIPS**   Stack chips here →   **3**

UPGRADED VERSION
5 CHIPS
Construction of a childcare facility on-site with permanent, full-time hired childcare staff.

DOWNGRADED VERSION
2 CHIPS
Construction of a childcare facility in the community which provides market rate childcare.

Disadvantaged Communities Hiring Commitment

Developer commits to hiring at least 40% of its workers from Disadvantaged Communities.

COST **2 CHIPS**

Stack chips here →

2

UPGRADED VERSION
4 CHIPS
In addition, the developer commits to hiring from local Disadvantaged Communities.

DOWNGRADED VERSION
1 CHIP
Developer partners with workforce board, unions, corrections facilities, to support workers with barriers to employment such as those previously involved in the criminal justice system.

Schedule Flexibility for Workers

Developer commits to making 50% of its positions schedule-flexible, for example to accommodate employees with children or single-family providers with additional obligations.

COST **3 CHIPS**

Stack chips here →

3

UPGRADED VERSION
4 CHIPS
Developer commits to regular schedules and that hourly employees will be scheduled for a standard number of hours each week.

Hiring a DEIA Coordinator

Developer agrees to set up a permanent position in Human Resources (HR) responsible for ensuring Diversity, Equity, Inclusion, and Accessibility (DEIA) in hiring and other employee matters.

COST **2 CHIPS**   Stack chips here →   **2**

UPGRADED VERSION
4 CHIPS
The developer commits to recruiting in languages accessible to the local community and to give all local residents hiring preference over outside candidates.

DOWNGRADED VERSION
1 CHIP
Developer commits to providing an annual DEIA training.

Commitment to contracting with Minority Business Enterprises

Developer commits to partnering with Minority Business Enterprises for contractor support needs.

COST **2 CHIPS**   Stack chips here →   **2**

UPGRADED VERSION
4 CHIPS
In addition, the developer commits to partnering with local Minority Business Enterprises from Disadvantaged Communities.
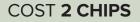
DOWNGRADED VERSION
1 CHIP
Developer commits to building database of minority business enterprises to assist in identifying diverse businesses.

Commitment to DEIA baseline assessment and regular review

Developer commits to assessing and transparently sharing data on DEIA to establish a baseline and commits annual DEIA reporting.

COST **2 CHIPS**   Stack chips here →   **2**

UPGRADED VERSION
4 CHIPS
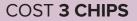In addition, the developer commits setting data driven improvement goals annually.

DOWNGRADED VERSION
1 CHIP
Developer does not commit to sharing DEIA data.

Pledge to Limit Nitrogen Oxide Emissions

Developer makes a pledge to limit its nitrogen oxide (NOx) emissions, poisonous gases that arise from burning fuel at high temperatures.

COST **3 CHIPS**

Stack chips here →

3

UPGRADED VERSION
5 CHIPS
Developer commits to mitigating all harmful air pollutants and installing real-time monitoring and online reporting.

DOWNGRADED VERSION
1 CHIP
Develop commits to real-time monitoring and automatic online reporting on NOx emissions.

Subsidized Electricity Prices for Residents

Developer agrees to subsidize the cost of electricity using the new hydrogen facilities for residents in the local area. Residents will pay 30% less than the base amount.

COST **4 CHIPS**

Stack chips here →

4

UPGRADED VERSION
6 CHIPS

In addition to subsidized costs for electricity, the developer will set up a program to apply for financial assistance, for those community members who face financial insecurity and may struggle to pay their electric bills.

DOWNGRADED VERSION
2 CHIPS

Developer agrees to subsidize the cost of electricity for residents, who will pay 5% less.

Local Grid Upgrades

Developer agrees to fund local upgrades to the electricity grid to make the community more resilient to storms and floods.

COST **4 CHIPS**

Stack chips here →

4

UPGRADED VERSION
5 CHIPS
Developer agrees to also add charging stations for Electric Vehicles that are available for public use.
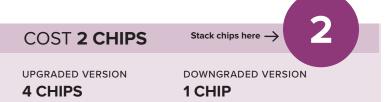
DOWNGRADED VERSION
1 CHIP
Developer agrees to fund an assessment of grid improvement steps that supports local growth of Electrical Vehicles and charging stations.

Flood Protection Assistance

Developer agrees to work with local officials to institute flood protection measures given projected struggles with flooding in the community.

COST **2 CHIPS**   **Stack chips here** →   **2**

UPGRADED VERSION
4 CHIPS
Developer commits to work with local government to procure flood insurance for the project and public lands.

DOWNGRADED VERSION
1 CHIP
Developer helps local government fund a flood vulnerability study.

Community Benefit Agreement

Developer agrees to work with the community to develop a Community Benefits Agreement (CBA) directly with community organizations. This agreement will extend beyond the DOE project funding.

COST **2 CHIPS**   **Stack chips here →**   **2**

UPGRADED VERSION
4 CHIPS
Developer agrees to assist in funding the development of a CBA such as legal advice for the community organization involved in the CBA.

DOWNGRADED VERSION
1 CHIP
Developer agrees to consider a CBA and host an information session about CBAs with the community.

Creation of a Scholarship Program for Local Youth

Developer agrees to create a scholarship program for youth in the area, to provide $30,000 annually for educational opportunities for ten years.

COST **2 CHIPS**

Stack chips here →

2

UPGRADED VERSION
4 CHIPS
Developer sets up a scholarship program and commits a dollar amount of $150,000 to this fund annually for ten years.

DOWNGRADED VERSION
1 CHIP
Developer sets up a scholarship program and provides a one-time gift of $75,000 to the fund.

Commitment to set up an Environmental Cleanup Fund

Developer agrees to create an Environmental Cleanup Fund, which would be used to fund the remediation of environment-related damages, hazards, or other issues in the local area.

COST **2 CHIPS**

Stack chips here →

2

UPGRADED VERSION
3 CHIPS
Developer agrees to create an Environmental Cleanup Fund and commits 3% of annual profits towards the fund, to ensure its solvency.
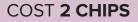
DOWNGRADED VERSION
1 CHIP
Developer commits to seeking to minimize new environmental damages or hazards from the new facility.

Commitment to Air Quality and Noise Level Monitoring

Developer agrees to set up robust community owned monitoring mechanisms to ensure air quality and noise levels remain at a healthy level.

COST **2 CHIPS**

Stack chips here →

2

UPGRADED VERSION
6 CHIPS

Developer sets up a Reparations Fund for those adversely affected by noise pollution and poor air quality from the FDC's old fleet. Fund would be available to pay for related medical expenses.
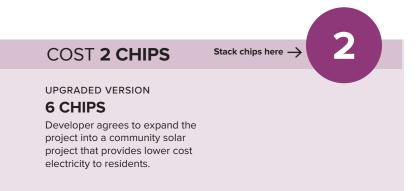
DOWNGRADED VERSION
1 CHIP

Developer commits to trying to limit air/noise pollution where possible.

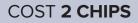# Funding for Local Resilience Hub

Developer agrees to support community plans for a local resilience hub with community solar and batteries to serve as resilience center during and following severe weather events.

COST **2 CHIPS**

Stack chips here →

2

UPGRADED VERSION
6 CHIPS
Developer agrees to expand the project into a community solar project that provides lower cost electricity to residents.

Safety Training & Fire Department Partnership

Developer institutes a safety training program for all employees and establishes a partnership with the local fire department to ensure workers' safety.

COST **2 CHIPS**

Stack chips here →

2

UPGRADED VERSION
3 CHIPS
Developer establishes health and safety committee with representation from hourly workers.

Workers' Compensation for Safety Incidents

Developer provides worker compensation benefits and commits to neutrality on workers compensation claims for work-related incidents.

COST **2 CHIPS**   Stack chips here →   **2**

UPGRADED VERSION
3 CHIPS
In addition to workers compensation, developer agrees to provide stipends to families for any extra missed work due to safety incidents or injuries in the workplace.

Job Continuity Commitment

Developer makes a commitment that all former employees will have access to new equivalent quality jobs.

COST **2 CHIPS**

Stack chips here →

2

UPGRADED VERSION
4 CHIPS
In addition to job continuity, developer promises that all former employees will receive a one-time bonus of $3,000 to help pay for any transition-related disruptions or additional expenses.

DOWNGRADED VERSION
1 CHIP
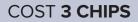Developer promises not to lay off any employees due to transition costs.

Commitment to Respect Collective Bargaining/ Unionization

Developer commits to respect construction workers' right to collective bargaining and union.

COST **2 CHIPS**

Stack chips here →

2

UPGRADED VERSION
4 CHIPS

Commitment to respect the right to collective bargaining of all employees, including truck drivers and agrees to recognize card check and allow union organizers access to common spaces like employee cafeteria.

Commitment to Average Wages

Developer commits to paying all employees at rates above the state's minimum wage.

COST **3 CHIPS**   Stack chips here →   **3**

UPGRADED VERSION
5 CHIPS
Commitment to paying all employees family sustaining wages, health care benefits, and retirement contributions beginning after the first six months of employment.

Commitment to No Self-Driving Trucks

Developer signs a binding commitment not to replace any of the truck fleet with self-driving trucks, when that technology becomes accessible.

COST **4 CHIPS**

Stack chips here →

4

UPGRADED VERSION
5 CHIPS

The developer agrees that if it replaces the fleet with self-driving trucks, every trucker who would otherwise lose their job will receive training and a guaranteed new job at a higher salary.

DOWNGRADED VERSION
2 CHIPS

Developer agrees to provide job training to truckers whose jobs are replaced by self-driving trucks.

Apprenticeship/Training Program

Developer commits to establish a registered apprenticeship program with on-the-job training for employees.

COST **2 CHIPS**   Stack chips here →   **2**

UPGRADED VERSION
4 CHIPS

Developer creates a joint labor management program in consultation with the workers union to create opportunities for upward mobility in the workforce.

DOWNGRADED VERSION
1 CHIP

Developer agrees to set up an apprenticeship program which is open to anyone (i.e., not only community members or current employees).

Project Labor Agreement

For the construction of the Hydrogen Fueling Station the developer agrees to develop a Project Labor Agreement ensuring union labor, benefits, and a safe-working environment.

COST **3 CHIPS**

Stack chips here →

3

UPGRADED VERSION
5 CHIPS
Project Labor Agreement includes a local hiring goal of 30%.

DOWNGRADED VERSION
1 CHIP
Developer agrees to consider a Project Labor Agreement and meet with local construction unions about the possibility.

Local Hiring Requirement

Developer commits to hiring at least 20% of its employees from the local area.

COST **2 CHIPS**

Stack chips here →

2

UPGRADED VERSION
4 CHIPS
Commitment to hire at least 40% from the local area and hosting regular career fairs.

DOWNGRADED VERSION
1 CHIP
Developer commits to hosting regular career fairs.

Requirement that 10% of Suppliers Be Local

Developer commits to working with local suppliers. At least 10% of all supplies will come from local suppliers.

COST **2 CHIPS**

Stack chips here →

2

UPGRADED VERSION
4 CHIPS

The developer agrees to a Community Workforce Agreement that will outlast DOE funding and requires that 30% of supplies come from local suppliers.

DOWNGRADED VERSION
1 CHIP

Developer commits to hiring local construction workers to help build the facility.

Community Shareholder Options

Developer agrees to establish options for community members and local governments to buy shares in the project, in effect providing for partial public ownership of the project.

COST **3 CHIPS**

Stack chips here → **3**

UPGRADED VERSION
5 CHIPS
Developer additionally agrees to include share in employees' compensations packages, in effect making the project partially employee owned.

DOWNGRADED VERSION
1 CHIP
Developer offers community members and local government the option to purchase bonds providing a competitive return on investment but no ownership of the project.

Community Advisory Board

Developer commits to forming an advisory board with community representatives and labor representatives for the projects.

COST **2 CHIPS**

Stack chips here →

2

UPGRADED VERSION
4 CHIPS
Commitment to board having decision making power over CBP development and advisory capacity on project technical specifications.

DOWNGRADED VERSION
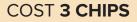## 1 CHIP
Developer commits to a Community Advisory Board but does not specify representation requirements.

Commitment to Community Infrastructure Development

Developer commits 1% of annual profits towards rebuilding roads, public transit and other infrastructure in the local area.

COST **3 CHIPS**   **Stack chips here →**   **3**

UPGRADED VERSION
4 CHIPS
The developer commits 2% of annual profits towards infrastructure development and agrees to repair roads in the event of damage.

DOWNGRADED VERSION
2 CHIPS
Developer agrees to repair roads in the case of any damage from its truckers/trucks.

CBP Compliance Measures

Developer commits to developing CBP compliance measures for proposal partners.

COST **2 CHIPS**

Stack chips here →

2

UPGRADED VERSION
3 CHIPS
Annual 3rd party CBP compliance review and commitment to paying monetary fines for non-compliance with CBP to community partners.

DOWNGRADED VERSION
1 CHIP
Developer commits to transparent CBP reporting.

TITLE:

DESCRIPTION:

COST **2 CHIPS**   **Stack chips here** →   **2**

UPGRADED VERSION
CHIPS:

DOWNGRADED VERSION
CHIPS:

TITLE:

DESCRIPTION:

COST **2 CHIPS**

Stack chips here →

2

UPGRADED VERSION
CHIPS:

DOWNGRADED VERSION
CHIPS:

TITLE:

DESCRIPTION:

COST **2 CHIPS**   **Stack chips here →**   **2**

UPGRADED VERSION
CHIPS:

DOWNGRADED VERSION
CHIPS:

TITLE:

DESCRIPTION:

COST **2 CHIPS**

Stack chips here →

2

UPGRADED VERSION
CHIPS:

DOWNGRADED VERSION
CHIPS: