

New York Jobs and Workforce Plan Public



This Plan contains proprietary, and/or commercially sensitive information of Bay State Wind LLC (d/b/a Sunrise Wind 2) which has been redacted from the "Public Version" of this Proposal. This Plan should be treated as a non-public record that is exempt from disclosure to the extent permitted under applicable laws and/or as expressly set forth in the Request for Proposals.

1.0 NEW YORK JOBS AND WORKFORCE PLAN SUMMARY

H.1 The Proposer must briefly present their philosophy on workforce training and the recruitment of trained individuals for positions made available within the New York State offshore wind market. The Proposer may comment on perceived opportunities or challenges, existing research on the New York workforce, overall goals for jobs creation and retention, and any experience/partnerships/relationships with labor and workforce training development in New York State or similar environment. The Plan should include clear details as to how the Proposer will support equitable, statewide access to quality training, jobs, and economic opportunities across the offshore wind sector.

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The Proposer appreciates the need for a diverse, skilled workforce and recognizes the value of early engagement with organized labor to support the projects' construction and operations. In October of 2020, the Proposer was the first and only developer to enter into a national Memorandum of Understanding (MOU) with the Building Trades Unions for the buildout of its offshore windfarms, from Maine to Florida. [REDACTED]

[REDACTED]

In accordance with commitments made under the MOU, in May 2022, the Proposer negotiated and signed an industry-leading project labor agreement, the National Offshore Wind Agreement (NOWA), with NABTU, creating a partnership designed to enable union construction work in the U.S. in the offshore wind industry. [REDACTED]

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Finally, collective bargaining is central to ensuring working people, through their unions, are able to shape their workplaces and establish fair wages and working conditions. Collective bargaining is an enabling right that allows effective participation of non-state actors in economic and social policy. Ensuring that workers and employers have a voice and are represented is essential not only for a democratic workplace, but also for effective labor-management cooperation, and successful project execution.

[REDACTED]

2.0 LABOR ENGAGEMENT

H.2 Proposers must name a Labor Liaison in the Plan, who is instrumental in the Plan formation, and who will be engaged early in development to help identify and establish relationships with relevant Labor unions. The Labor Liaison's primary role will be to assist in establishing trust with New York State labor unions through continued collaborative communication and assisting in the creation of a PLA. The Labor Liaison will ensure that union labor and employees are correctly identified and engaged. This is an important first step to ensure that labor concerns and statewide coordination are considered in even the earliest stages of project development. A brief biography of the Labor Liaison should be provided to support an assessment of their subject matter expertise.

2.1 LABOR LIAISON

[REDACTED]
[REDACTED] has developed a trusted working relationship with labor organizations operating in each of the sectors relevant to the Project, including workers who are and will be part of New York's offshore wind industry. [REDACTED] will play a key role in our continued collaborative communication with labor unions, including by ensuring that the relevant labor organizations are identified and engaged, and that their perspectives are heard throughout project development.

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- International Labour Organization Conventions
- OECD Due Diligence Guidance
- The Ten Principles of the UN Global Compact
- Maritime Labour Convention
- US Foreign Corrupt Practices Act
- UK Bribery Act
- IFC Performance Standards
- Equator Principles 4
- Other relevant host country laws, regulations, and permits

2.2.1 Union Partnerships

Throughout the course of developing both South Fork Wind and Sunrise Wind 1, the Proposer has built strong relationships with unions, in particular the New York State Building Trades Council and their affiliates. For example, the Proposed has worked with New York and national labor organizations on the following partnerships:

- **National Offshore Wind Agreement (NOWA)** – Ørsted and North America’s Building Trades Unions (NABTU) entered into a project labor agreement to construct U.S. offshore wind farms with an American union workforce. See Section 16.4 of the Proposal for additional details about the NOWA.
- **National Offshore Wind Training Center (NOWTC)** - As part of the Sunrise Wind 1 project, the Proposer committed \$10 million to form and fund the NOWTC in Brentwood, NY, a DAC. The NOWTC is governed partly by New York labor organizations and will help to prepare new and incumbent union members for offshore work.

[REDACTED]

Key labor unions have robust training programs that can be readily and swiftly adapted to offshore wind companies’ skill needs, as long as Proposers are specific about those needs—including global safety certifications—and resources are made available to support that training. Details on how the Proposer intends to incorporate labor requirements set forth in the RFP, such as payment of Prevailing Wages, negotiating a PLA, adhering to LPA requirements, and maximizing opportunities for members of Disadvantaged Communities, NYS-Certified MWBEs, and NYS-Certified SDVOBs are required. Preference will be given to PLAs that incorporate maximizing opportunities for members of those priority populations.

The Proposer's organization has significant experience in the procurement process [REDACTED]
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3.0 PROJECT LABOR AGREEMENTS

H.3 The Plan should articulate and quantify, to the extent possible, the potential cost savings that a PLA could offer to the Project. For example, building trades workers may begin construction at a port site or along a cable route and be organized to work longer night shifts. Alternatively, offshore laborers may work longer shifts of several weeks on a vessel to improve efficiency and reduce the number of trips to transport personnel. In total, teams of workers such as welders, electricians, carpenters, steelworkers, and painters may be paid by the hour at varying rates or at agreed upon Prevailing Wages. Detail how incorporating a PLA into the development, construction, and operation of the Project may offer project savings, schedule savings, shift expectations, labor harmony, training opportunities, and other benefits. Preference will be given to Plans that detail training opportunities and recruitment for members of Disadvantaged Communities, MWBEs and SDVOBs.

Detailed metrics on jobs created, program funding, number of individuals trained and their geographic locations, grants or scholarships provided, recruitment numbers and jobs retained should be listed and cross referenced to the Offer Data Form(s) and Supply Chain Investment Plan Data Form(s) as described in Section H.6. Preference will be given to Plans that include commitments to Disadvantaged Communities, MWBEs and SDVOBs.

Project Labor Agreements (PLAs) have been fundamental to the approach of the Proposer's organization in New York, and throughout its portfolios. [REDACTED]

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A PLA is a powerful tool for assuring smooth progress for a given scope in an offshore wind project. By coordinating multiple crafts and contractors and guaranteeing working conditions for the project workforce, PLAs add to project efficiency. [REDACTED]

[REDACTED]

[REDACTED] PLAs also allow labor and management to anticipate and address challenges through predetermined and orderly mechanisms, which also serves to reduce potential for delays. And of course, while safety and worker protection are preeminent on all of projects managed by the Proposer, a PLA further assures safety, and thus reduces costs even further.

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4.0 INDUSTRY WIDE TRAINING AND EDUCATION

H.4 New York State presently has over \$100 million in public and private funding committed to the development and support of offshore wind workforce training. Examples of existing funded offshore wind workforce training entities include, but are not limited to, the Offshore Wind Training Institute; NYSEERDA's Clean Energy Internships, Climate Justice Fellowship, and On the Job Training; the Upper Hudson Offshore Wind Workforce Development funding efforts, the National Offshore Wind Training Center (NOWTC) in Suffolk County; the Stony Brook University Advance Energy and Research Technology Center (AERTC); and existing community workforce benefit funding from procured NYS offshore wind projects. Further, IBEW has over 300 training centers across the country.

Proposers shall identify opportunities for collaborating, developing, investing in, or establishing partnerships with the New York State offshore wind workforce training efforts currently underway or in the planning stages. Proposers shall provide details on utilization or creation of workforce development programs including whether their proposed project will integrate pre-apprenticeship programs, registered apprenticeship programs, or other labor-management programs. The Plan must account for the need to coordinate with members of the Jobs and Supply Chain Technical Work Group (JSC-TWG) and a narrative depicting awareness of the current offshore wind workforce training ecosystem.

The Proposer has a well-established track record of working with existing and relevant industry education programs, in addition to establishing the NOWTC and Upper Hudson Workforce Fund. In particular, the fulfillment by the Proposer of commitments to apprenticeship and pre-apprenticeship programs have already resulted in excellent career outcomes for New Yorkers in Long Island and in the Capital Region through both grant funding from Sunrise Wind 1 and jobs created as a result of South Fork Wind.

[REDACTED]

[REDACTED]

[REDACTED]

Collaboration between industry, labor, academia, and government is a priority for workforce development. Proposers must describe how they will support training and trainers, including detailing the numbers of people that need to be trained by when and for what skill sets. Proposers must be aware and detail their plans to recruit and invest in existing workforce training within the state. Plans may include funding to establish a new training center or seek to utilize existing and geographically diverse training centers, schools, and apprenticeship programs. Proposers shall prioritize hiring and training directly from local host communities as well as individuals from adjacent disadvantaged communities or historically marginalized backgrounds. Proposers should leverage participation in the JSC-TWG to coordinate with industry-wide training and education entities.

Detailed metrics on program funding and scheduling should be cross referenced with the Proposer's Economic Benefits Plan.

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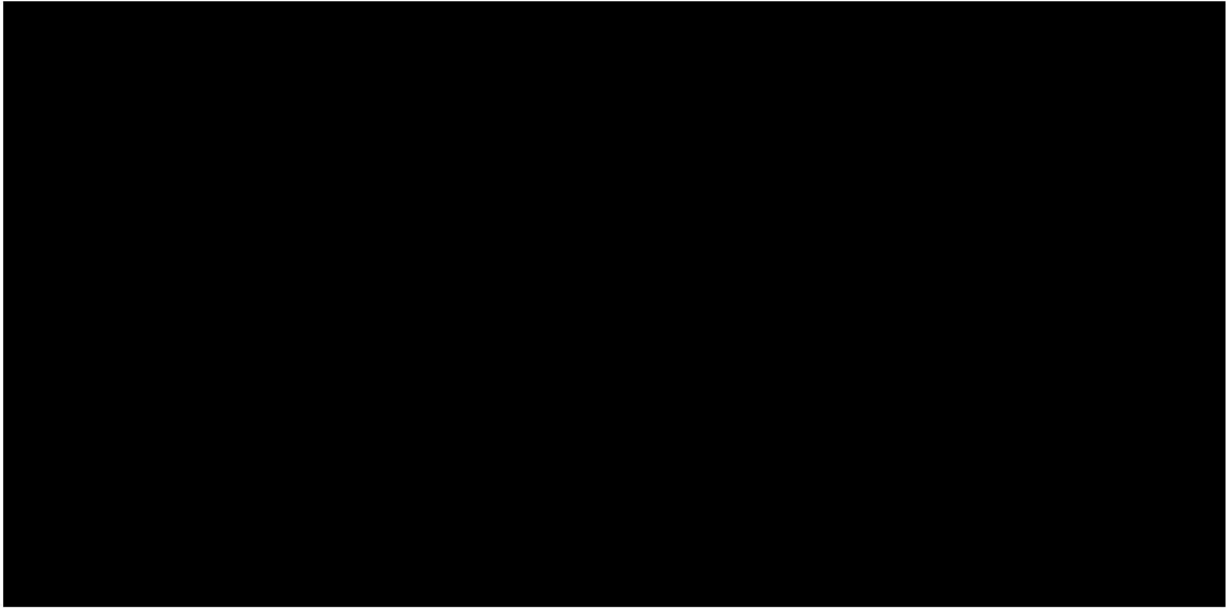
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**BAY ORECRFP22-1
ATTACHMENT 19-1 - NEW YORK JOBS AND WORKFORCE PLAN**

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