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Wind

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Section 11 - PUBLIC

# New York Jobs and Workforce Plan



Portions of this proposal contain confidential, proprietary, and/or commercially sensitive information which has been redacted from the "Public Version" of this proposal. Sunrise Wind has submitted a "Confidential Version" of this proposal which includes the redacted information, and which 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.



List of Acronyms

[REDACTED]	[REDACTED]
CLCPA	<i>Climate Leadership and Community Protection Act</i>
DAC	Disadvantaged Communities
EJ	environmental justice
[REDACTED]	[REDACTED]
NABTU	North America's Building Trades Unions
NOWA	National Offshore Wind Agreement
NOWTC	National Offshore Wind Training Center
NYSERDA	New York State Energy Research and Development Authority
PLA	Project Labor Agreement
[REDACTED]	[REDACTED]

## 11.0 NEW YORK JOBS AND WORKFORCE PLAN

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6.2.11 Elements of the New York Jobs and Workforce Plan are described in detail in Appendix G. The New York Jobs and Workforce Plan must address any variance among Proposals. The Submission must include both Confidential and Public versions of the New York Jobs and Workforce Plan. The public version of the New York Jobs and Workforce Plan will be made publicly available upon Proposal submission and should therefore utilize language accessible to the public that demonstrates an understanding of New York’s diverse stakeholders, unique coastal and marine resources, and local communities.

The New York Jobs and Workforce Plan should describe the Project’s impact and benefit to New York’s offshore wind workforce with specific focus on recruiting and collaborating with skilled trades / labor unions, members of Disadvantaged Communities, MWBEs and SDVOBs. It is strongly encouraged that Proposers review the latest New York Clean Energy Industry Report.

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### 11.1 NEW YORK JOBS AND WORKFORCE PLAN SUMMARY

As a mature, widely supported offshore wind project, Sunrise Wind is already paving the way for the future of New York’s offshore wind industry by training its workers and developing its supply chain.

In this respect, the New York Jobs and Workforce Plan (the Plan) will build on the Proposer’s credibility with skilled trades/labor unions, local suppliers, and Disadvantaged Communities (DACs) by recommitting to and expanding upon its workforce-related commitments, all while advancing the goals of the *Climate Leadership and Community Protection Act (CLCPA)*, which was enacted several months after the submission of Sunrise Wind’s original ORECRFP18-1 proposal.

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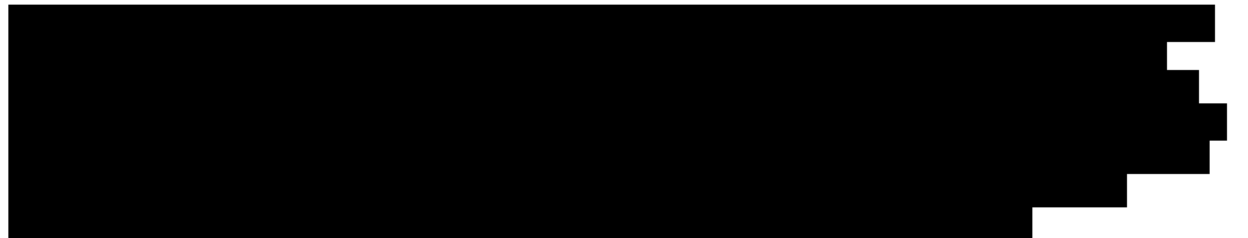
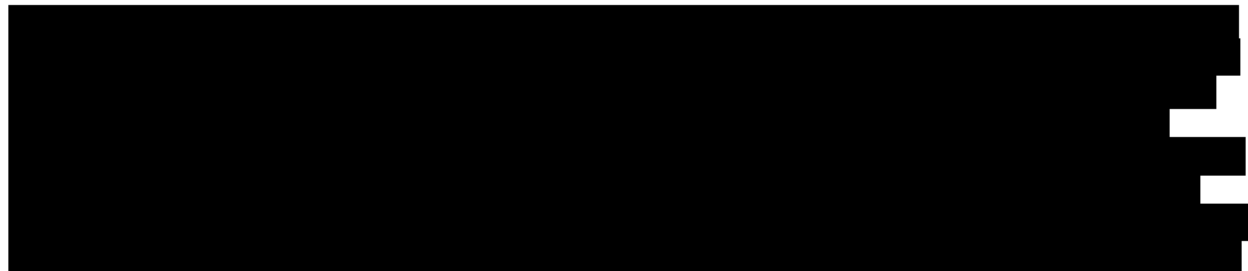
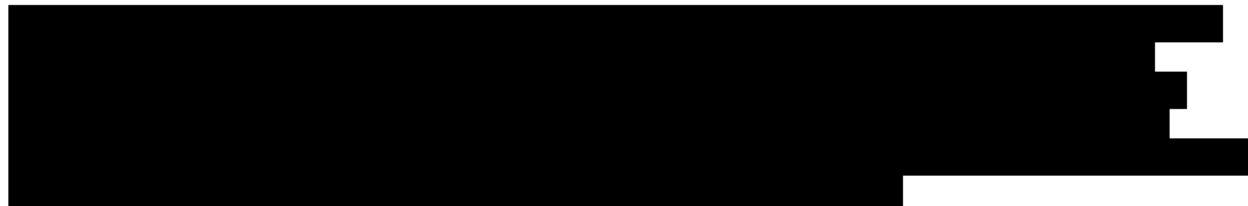
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## 11.2 LABOR ENGAGEMENT

### 11.2.1 Labor Liaison



### 11.2.2 Respect for Workers' Rights

Given the maturity of Sunrise Wind, and the Proposer's history of developing South Fork Wind, the Proposer is able to offer an advanced Plan that is uniquely supportive of union workers and is built upon the Proposer's fundamental respect for both human and labor rights, including freedom of association and collective bargaining, as memorialized in policies applicable to the Proposer such as a Code of Conduct<sup>2</sup> and Responsible Business Partners Program.<sup>3</sup> Key standards and conventions the Proposer adheres to include:

- United Nations Guiding Principles on Business and Human Rights
- The International Bill of Human Rights

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<sup>2</sup> See: <https://orstedcdn.azureedge.net/-/media/www/docs/corp/com/sustainability/codeofconduct/orsted-code-of-conduct-for-business-partners-aug-2023.pdf>.

<sup>3</sup> See: <https://orsted.com/en/who-we-are/sustainability/governance-that-enables-the-right-decisions/responsible-business-conduct>.

- 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
- Other relevant host country laws, regulations, and permits

### 11.2.3 Labor Union Partnerships

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

**National Offshore Wind Agreement (NOWA)** – In May 2022, 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. This comprehensive approach is significant because, unlike some of our competitors, our commitment to unions is not a contingent, one project, one state commitment—the Proposer has established a national, long-term partnership with unions, and our success is bound up in theirs. As agreed in the NOWA, the Proposer will require (as a condition of contract) its construction manager, Tier 1 contractors, and all subcontractors performing covered Project work (as defined in the PLA), to source their labor from local union hiring halls. Furthermore, the Proposer requires all employers engaging in such covered work to become signatories to the PLAs and execute an appropriate Letter of Assent, binding them to abide by the NOWA’s established terms and conditions. See the Proposal’s Stakeholder Engagement Plan for additional details about the NOWA.

[REDACTED]

**National Offshore Wind Training Center (NOWTC)** – As part of Sunrise Wind, the Proposer has 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]

[REDACTED]

[REDACTED]



### 11.2.4 Project Labor Agreements

PLAs have been foundational to the approach of the Proposer’s organization in New York, and throughout its portfolio. The Proposer fundamentally understands the cost savings that positive labor relations and PLAs bring to a project and how to maximize them. This is especially true for New York offshore wind projects, where the Proposer has more experience executing and working with unions than any other offshore wind developer in the market. Onshore construction for South Fork Wind was successfully completed using union labor, leading the way for New York and the United States and building the pathway for the successful construction of Sunrise Wind by union labor.

Fundamentally, a PLA removes the incentive for contractors to compete with one another on the price of labor. Instead, contractors will compete on the quality of work provided, which ultimately offers superior savings to New Yorkers as errors and project flaws become less likely when employing a safe and highly skilled workforce.

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. This will hold especially true in an offshore environment, where labor slowdowns, stoppages, or management lockouts present greater challenges to project timelines and thus, costs. 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’s organization, a PLA further assures safety, and thus reduces costs even further.







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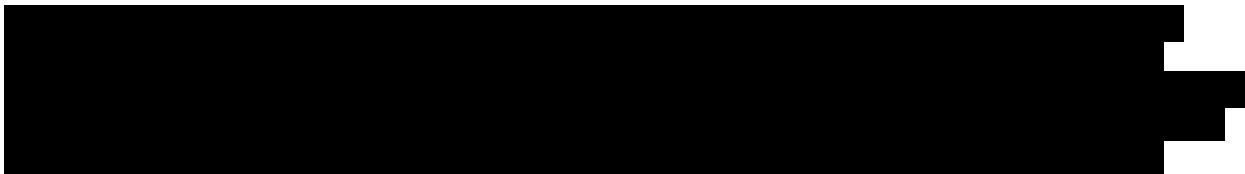
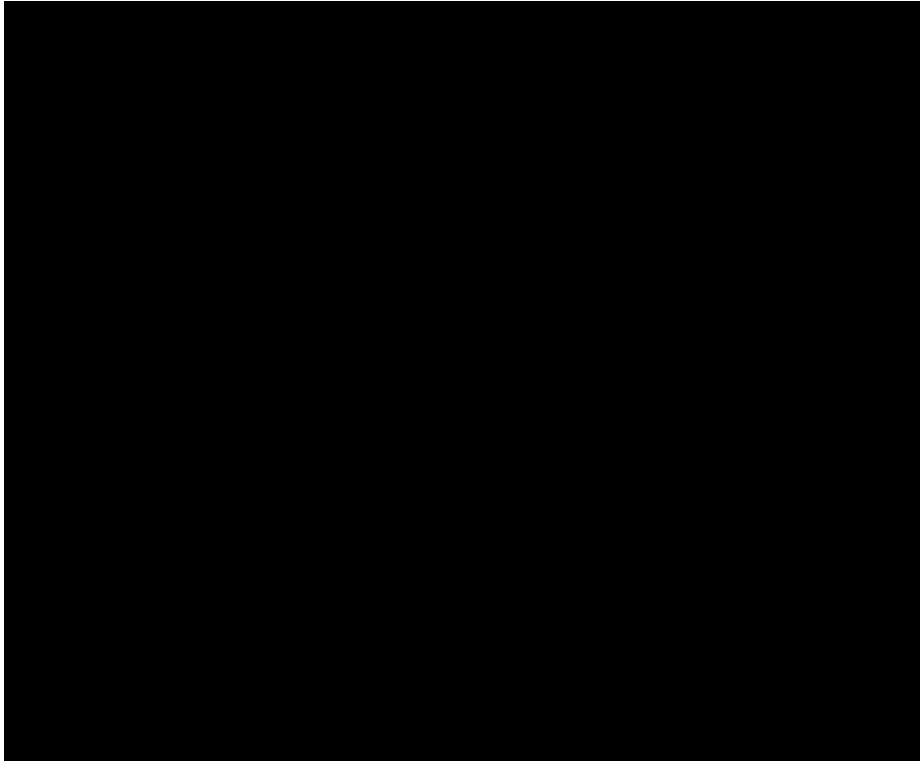
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**Environmental Justice through Great Careers**

The Proposer is uniquely qualified to support EJ objectives through workforce development that unlocks high quality jobs. Providing targeted employment and training support to DACs is a crucial pillar in the Proposer' approach to delivering EJ.

The Proposer is actively engaged with leading New York organizations such as WE ACT, South Bronx Unite, ALIGN, the Point CDC, the United Way, Minority Millennials, Butterfly Effect, and others listed in the Stakeholder Engagement Plan that enable those most burdened by poor water and air quality,

substandard housing and education, and racism and sexism to self-determine in the workplace and in daily living. The Proposer has previously learned and is committed to continuing to learn from and support these organizations. Underpinning these commitments is the philosophy that without input and support for offshore wind from the EJ movement, our projects are at risk of repeating harmful patterns that destabilize communities who have most been burdened with dirty energy's externalities.

### 11.2.6 Prioritizing MWBE and SDVOB Opportunities

#### 11.2.6.1 Commitments to MWBE and SDVOB Utilization

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#### 11.2.6.2 Investing to Grow Offshore Wind MWBEs and SDVOBs

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## 11.3 INDUSTRY WIDE TRAINING AND EDUCATION THROUGH PARTNERSHIPS

### 11.3.1 Background on Proposer Workforce Training

The Proposer has a well-established track record of working with existing and relevant industry education programs, in addition to having launched and partnered with many of the workforce development initiatives featured in the Request for Proposal (RFP) Appendix G instructions.

[REDACTED]

In developing New York's first two offshore wind farms, South Fork Wind and Sunrise Wind, the Proposer has built a detailed understanding and trust with labor, academia, community training organizations, employers, and government, and will bring those relationships to bear in each initiative proposed for the Project.

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The Proposer has also worked to include EJ principles and input from EJ organizations as described earlier in the Plan. Their recommendations, program offerings, and philosophies have been incorporated into our New York workforce development strategy.

### 11.3.2 Overview of Proposer-Led Workforce and Research Initiatives

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## 11.4 JUST TRANSITION

### 11.4.1 5.1 Centering Workers' Priorities In A Just Transition

To succeed in building a world that runs entirely on renewable energy, we must ensure an energy build-out that benefits people, and that the transition towards a clean energy economy creates quality jobs with secure employment and working conditions. The Proposer recognizes that while the proposed offshore wind career pathways will prioritize high quality job creation, the proposition of high-quality careers alone will not suffice in bringing about a Just Transition. Jobs will inevitably be lost in fossil fuel-based businesses as the U.S. seeks to decarbonize, and workers engaged in the fossil fuel energy sector are at risk of losing employment. Moreover, the Proposer acknowledges that a single company, even with intentional planning, worker-centric labor policies, and deep commitment to Just Transition, cannot deliver a Just Transition on its own. Balancing the positive and negative social consequences of the transition is a challenge that requires all relevant stakeholders to join forces to ensure the transition toward a renewable energy economy is just to those affected. Otherwise, we risk stalling the transition process. As such, we cannot afford, economically or societally, to repeat the mistakes of the past that left so many workers and communities behind.

[REDACTED]

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Plans for supporting workers and communities in the transition away from fossil fuels must attend to local conditions and be rooted in the needs and aspirations of workers, unions, and disproportionately impacted communities.

To do its part in delivering a Just Transition, the Proposer is committed to working together with labor and community groups to understand their diverse perspectives, which are key to finding solutions to complex challenges.

In partnership and coordination with NYSERDA and key public sector stakeholders, the Proposer is committed to advancing this critical conversation and organizing effort, rather than simply building the Project. Strategies to do so include:

1. Engaging all affected parties, including workers, Tribes, and EJ communities;
2. Addressing underlying social injustices to avoid replicating existing systems of resource and human exploitation;
3. Providing support for workers at high risk of economical and/or geographical dislocation;
4. Mitigating losses by strengthening technical skill sets, enabling workers to successfully navigate the energy transition;
5. To the greatest extent possible, enabling workers to continue to live and work in NYS;
6. Incorporating sustainability principles; and
7. Sharing findings and strategies with workers and communities across the region who are facing similar issues.

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## 11.5 JOBS ESTIMATES

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