Community Benefit Agreement

WHAT IS IT?
What?

- Legally binding between developers and community coalitions addressing community needs
- Intended to lessen the social, economic, and environmental impacts of development
- Developer agrees to provide specific benefits to the community
- Community agrees to support the development
Why?

- **Without a CBA**

  - Little or no direct communication between community groups and developer
  - All developer commitments go into development agreement-city and developer draft language
  - No coordination and shared power among community groups
  - Community groups cannot enforce developer commitments
Why?

- With a CBA

- Transforms community into a stronger, more equitable economy

- Community participation creates better project for community and developer

- Community groups can enforce developer commitments and hold them accountable (City can too, if CBA is included in the master agreement)

- Coalition shares information, have strength in numbers, and coordinate their advocacy
Who?

- Community organizations
- Faith groups
- Business owners
- Unions
- City officials
- Developers
When?

- Process:
  - Build a well-defined, inclusive coalition
  - Identify the issues
  - Turn issues into detailed demands
  - Turn demands into legal language
  - Negotiate with developer and city
  - Sign CBA
  - Incorporate CBA demands into master agreement
Examples

Los Angeles Alliance for a New Economy

**LAX Modernization**
- $500 million in Community Benefits
- Job Training
- First Source Hiring
- Environmental mitigation

LAANE leads the nation in CBA negotiations, having secured 7 agreements to-date, including the landmark Staples Center agreement signed in 2001.
Front Range Economic Strategy Center
Denver, CO

Gates Cherokee Redevelopment

- Prevailing wage standard for construction
- Enhanced Local hiring
- 20% Affordable housing for low and very low income families
- Community participation in environmental remediation
How?

- Define the scope
- Identify issues and allies
- Figure out your influence and the city’s role
- Decide on CBA contract structure
- Monitor and enforce
  - Oversight committee
Just the tip of the iceberg

Successful CBA

Top 5 Musts:

• Strong organizing, strategizing and solidarity
• Negotiate CBA before master agreement is finished
• Represent the community
• Don’t rush negotiations
Union United: Power in Numbers!