



Foundation Document

On Track to Opportunities: Objectives for an Eglinton – Scarborough Crosstown Line Community Benefits Agreement

May 22, 2013

Our Vision and Commitment

We envision Toronto as an inclusive, thriving city in which all residents have equitable opportunities to contribute to building healthy communities and a prospering economy.

We believe that a priority for a thriving and inclusive city is the continued expansion of transit infrastructure and neighbourhood improvement to meet the needs of all residents. Accessible transit is critical for the social, environmental and economic wellbeing of our city today and into the future.

The expansion of transit that is envisioned for Toronto will result in opportunities for good jobs. It is crucial that all Torontonians have access to economic opportunities stemming from infrastructure investments. As such, we believe that the diversity of the workers on the LRT project should reflect the diversity of residents of Toronto.

As members of Toronto's communities we commit to working in partnership with Metrolinx and all other partners on a Community Benefits Agreement that can advance our vision for an inclusive, accountable thriving City.

Eglinton – Scarborough Crosstown Line Community Benefits Agreement

Objectives

The Eglinton-Scarborough Crosstown Community Benefits Agreement (ESCCBA) is a legally binding agreement between Metrolinx and the Toronto Community Benefits Network (TCBN). The CBA is founded on a shared commitment by both parties to build and complete public infrastructure projects through an effective, efficient, transparent, fair and inclusive process that supports good jobs and prevailing industry standards.

The ESCCBA is geared to achieving five core objectives:

1. Provide equitable economic opportunities that promote economic inclusion for all Toronto residents.

The ESCCBA will develop, resource and implement an economic inclusion strategy to ensure that the diversity of the workers on the LRT project reflects the diversity of the residents of Toronto. This will reap benefits in long term careers and short-term jobs for all Toronto communities. Working in tandem with community-based organizations, labour and other partners, the ESCCBA will implement specific strategies, including targets, that expand opportunities among historically disadvantaged communities and equity seeking groups. Outreach strategies will be an important part of reaching groups which include: residents in low income neighbourhoods, including Priority Neighbourhoods; urban Aboriginal populations; within racialized and newcomer communities; and people with disabilities as well as youth and women who are disadvantaged.

Specific measures should include, but not be limited to:

- Specific targets and timetables in: pre-apprentice and apprenticeship programs, supply chain contracts and role of social enterprises, as well as construction jobs and ancillary positions;
- Initiatives that enhance job awareness (design and construction) for local residents in the communities along the transit lines;
- An inclusive training strategy within workplaces.

2. Contribute to the development of a system of training and workforce development programs that can enable economic inclusion.

The ESCCBA will help ensure that a skilled workforce is ready and available for the completion of infrastructure projects by tapping into the capacity of Toronto's diverse communities. The ESCCBA will contribute to the establishment of a shared framework for workforce development that ties together community based organizations, governments, colleges, training agencies, local unions professional societies and subcontractors involved in the trades, professions, and ancillary industries. By contributing to the capacity of the training and workforce development system to work in a coordinated and collaborative manner today, the ESCCBA will foster a long term commitment to workforce development through existing training delivery agencies and union training programs

Specific measures should include, but not be limited to:

- Resourcing the development of a shared framework of workforce development geared to Metrolinx opportunities;
- Recruitment, training and employment opportunities connected with the Metrolinx expansion must start with engineering and design work and include ancillary roles, in addition to access to jobs.

3. Support social enterprises and other related vehicles to economic inclusion through commitments to social procurement.

Social enterprises are businesses owned by non-profit organizations that are directly involved in the production and/or selling of goods, services and training for the blended purpose of generating income and achieving social, cultural, and/or environmental aims. The ESCCBA will be integral in fostering the establishment and successful growth of social enterprises affiliated with the LRT project.

Specific measures should include, but not be limited to:

- Social procurement policies that enable social enterprises to deliver catering, printing, security and post construction services and/or recruitment and training delivery, plus other services;
- Social procurement practices that encourage staging contracts so that smaller businesses can have access to tendering opportunities.

4. Contribute to neighbourhood improvements through building new transit infrastructure.

Most residents will experience long-term benefits thanks to physical improvements and street beautification as a result of new infrastructure, access to more transit options, diversification of local economies. The 57 acre site of the Maintenance and Storage Facility allows opportunities for Community Benefits as do lands acquired for time limited purposes such as works yards, clearance or tunnelling access points.

Specific measures should include, but not be limited to:

- The Maintenance and Storage Facility will be built to a high environmental standard and the former Kodak Employees Building preserved as a resource centre for jobs, training and social innovation. ESCCBA will commit parties to work with appropriate levels of government to mitigate gentrification along the line, and look for opportunities to build affordable housing.

5. Ensure clear commitments and accountability from all parties to deliver on the ESCCBA.

Metrolinx and TCBN will work with key stakeholders to finalize a strategy for operationalizing the ESCCBA. It will be built on the shared commitment by all parties to achieve the objectives of the ESCCBA within the context of successfully delivering on Metrolinx project deliverables. The ESCCBA will define the specific roles and responsibilities of Metrolinx and its subcontractors, labour/trades, and other key stakeholders in the Agreement.

Specific measures should include, but not be limited to:

- A monitoring process to be carried out by the Toronto Community Benefits Network and Metrolinx;
- Details of how and when signatory partners will be evaluated;
- Assignment of a lead person who will be responsible for the implementation of the CBA at each of the main project stakeholders;
- A resource strategy that enables the Agreement's five objectives to be achieved. April 27/28, and was adopted by the May 22 General Meeting of the TCBN.

Acknowledgement:

The original document was produced by Karen Lior and Patrick Rettig of the Toronto Workforce Innovation Group (TWIG). Subsequent revisions resulted from a 2-day workshop with community members, experts and key informants organized by the Toronto Community Benefits Network (TCBN).