

BUILD LOCAL HIRE LOCAL ACT

SUMMARY

Infrastructure plays a vital role in the lives of all Americans. It affects access to clean air and water, safe and reliable transportation, renewable energy systems, affordable housing, high-speed internet, modernized schools, hospitals and health centers, and parks and community facilities. Unfortunately, this critical foundation to the nation's success is crumbling. Decades of disinvestment and exclusionary policies have also isolated marginalized populations and communities of color from opportunity across the nation's urban centers, rural regions, and tribal areas. And the climate crisis we face will only worsen our infrastructure challenges. These urgent national needs demand national action and bold investment.

To build an American economy that works for everyone, we must enact a comprehensive infrastructure initiative that raises wages, revitalizes American manufacturing, creates new opportunity for struggling Americans to access high-quality jobs, and strengthens every community in the country. To achieve these goals, the ***Build Local Hire Local Act*** ensures federal infrastructure investment prioritizes American workers and manufacturers, and puts low-income communities first.

The ***Build Local Hire Local Act*** proposes new requirements and support across close to \$100 billion in annual federal infrastructure spending that will:

- Create high-quality local jobs for people who need them most
- Rebuild our infrastructure with new opportunities for small and disadvantaged businesses
- Dedicate investment to struggling areas and connect communities to greater opportunity
- Provide pathways to careers in construction, specialty trades, and other infrastructure jobs
- Improve labor standards and working conditions and strengthen worker power
- Protect and expand domestic manufacturing with more Buy America transparency and coordination

If done right, an ambitious strategy to rebuild the country can ensure dignity and opportunity for workers in every community.

THE LEGISLATION

Title I—Creating Jobs and Raising the Quality of Life in Every Community

This bill requires:

- **Targeted Hiring:** infrastructure projects would be required to use targeted hiring practices through registered apprenticeships that ensure at least 50 percent of construction jobs are reserved for local residents or people facing barriers to employment, phased in over a five-year period
- **Small or Disadvantaged Business Contract Set-Asides:** a third of new infrastructure contracts and subcontracts would be reserved for small businesses and at least 30 percent of new contracts would be reserved for minority-, women-, or veteran-owned businesses of all sizes, phased in over a five-year period
- **Expansion of SBA's Surety Bond Program:** an eligible size of contract guaranteed by the Small Business Administration's Surety Bond Program is increased from \$6.5 million to \$10 million to increase capital to small contractors for projects
- **Use of U.S. Employment Plan:** preference would be given in awarding contracts to equipment manufacturers that commit to creating family-sustaining jobs, investing in domestic manufacturing facilities, and providing training to people facing barriers to employment

- **Use of Best-Value Contracting Framework:** the use of a best-value contracting framework would be encouraged, allowing project bids to be evaluated based not just on price, but also on factors like equity, environmental and climate justice, resilience, safety, and high-quality job and business opportunities for disadvantaged or underrepresented individuals or businesses
- **Preferences for Registered Apprenticeship Programs and Neutrality in Union Organizing:** preferences in use of federal infrastructure funding are established to promote and support registered apprenticeship programs and contractors and subcontractors that are explicitly neutral in the organization of workers for collective bargaining
- **Development of an Accessibility Data Program:** this Department of Transportation (DOT) program would develop or procure an accessibility data set and make that data set available to states, metropolitan planning organizations, and rural planning organizations to improve transportation accessibility to essential services and jobs
- **Establishment of Transportation Accessibility Performance Measures:** new performance measures on transportation connectivity and accessibility would be added to the federal highway program
- **Technical Assistance for Improving Connectivity:** a new DOT technical assistance program would be established to coordinate with nongovernmental experts to assist local communities adjacent to planned or existing transportation infrastructure projects with exploring design and policy approaches that create connected, economically prosperous, and environmentally and physically healthy communities
- **Creation of a Connect Communities Grant Program:** a new \$25 billion Connect Communities Grant Program is established to award competitive grants for community-based redevelopment, rehabilitation, or replacement of infrastructure that creates connected, economically prosperous, and environmentally and physically healthy communities

Title II—Launching Middle Class Career Pathways in Infrastructure

This bill creates a new \$5 billion “Building American Infrastructure and Careers Program” at the Department of Labor to provide career pathways to high-quality infrastructure jobs with a priority given to:

- individuals with a barrier to employment;
- historically underrepresented populations in infrastructure sectors, including people of color and women.

Funding will be provided to workforce development boards and sector partnerships led by community-based organizations, labor representatives, and training providers to provide on-the-job training, including registered apprenticeships, and support services that ensure successful placement for in-demand infrastructure jobs.

Title III—Investing in High-Quality American Jobs

This bill ensures that federal infrastructure investment supports and creates high-quality American jobs by:

- applying wage protections under the Davis-Bacon and Service Contract Act
- raising labor standards by considering a company’s history of labor law violations when bidding for infrastructure projects
- requiring the use of workforce diversity programs by bidders for infrastructure projects
- establishing requirements that workers receive pay stubs and details on employment status and wage rates upon hire
- ending forced arbitration to protect workers’ rights to seek justice if they have experienced sexual harassment or sexual assault
- ensuring federal funds are not used for union-busting activity
- creating a Buy America Bureau to better enforce Buy America standards, and requiring new transparency and improvements for the Buy America waiver process

Endorsements

AFL-CIO

America Walks

Association of Programs for Rural Independent Living

BlueGreen Alliance

Center for American Progress

Center for Law and Social Policy

Center for Neighborhood Technology

Disability Rights Education and Defense Fund (DREDF)

Diversify NY, LLC

GA Trade-Up

Georgia Stand-Up

Green For All

JFF

Jobs to Move America

Laborers' International Union of North America (LIUNA)

LivableStreets Alliance

Local Initiatives Support Corporation

Los Angeles Mayor Eric Garcetti

Madison Area Bus Advocates

Moving People Transportation Coalition

NAACP

National Coalition for Asian Pacific American Community Development's (CAPACD)

National League of Cities

National Skills Coalition

National Urban League

New Rochelle, NY Mayor Noam Bramson

New York State Senator Rachel May

North America's Building Trades Unions

People's Action

People for Mobility Justice

PolicyLink

Sierra Club

Smart Growth America

The U.S. Conference of Mayors

Transportation Choices

Transportation for America

Transportation Trades Department, AFL-CIO

United Steelworkers (USW)

Urban Jobs Task Force

Workers Center of Central New York