Just Transition Working Group, Meeting 10  
August 5th, 2021  
10am-12pm

Attendance: 

**Working Group Member Attendees**  
Roberta Reardon, Co-Chair  
Doreen M. Harris, Co-Chair  
Vincent Albanese  
Henry Garrido  
Patrick Jackson  
Santos Rodriguez (Representing Gary LaBarbera)  
Michael Padgett  
Brian Raley  
James Shillitto  
Theodore Skerpon  
Lara Skinner  
Randy Wolken  
Tom Kaczmarek

**Other Attendees**  
Adele Ferranti  
Carl Mas  
Frank Ciampa  
James Wilcox  
Jamie Dickerson  
John Williams  
Kate Muller  
Mark Coleman  
Tania Allard  
Chris Pinheiro  
David Quickenton  
Jane Thompson  
Yvonne Martinez  
Paul Beyer  
Sarah Crowell  
Alex Pozdnyakov  
Josh Williams

Meeting Summary:

**Introduction, Roll Call, and Member Updates**
- Commissioner Reardon kicked off the meeting, called the roll, and walked through the meeting agenda. See slide 2 for additional details.
- Commissioner Reardon invited working group members to share recent highlights and other updates.
  - **Patrick Jackson:** Shared that on August 2nd, Corning entered six long-term commitments for solar projects in New York State. Thanked President Harris for her support and noted the projects would not have been possible without NYSERDA and NY-Sun. Added that they recently released their corporate sustainability report and submitted a response to CDP in July. Lastly, noted they will support the hosting of a symposium on harmful algal blooms later this year at Hobart and William Smith College.

**Power Plant Site Reuse Planning Update**
- President Harris provided an update on the Power Plant Site Reuse Planning Services and Technical Assistance program and detailed how planning support services will be provided. $5m in grant funding is now available for local communities to apply and express interest in pursuing site reuse planning studies for aging plants in their community. See slides 4-6 for additional details.
- **Discussion**
  - No questions or comments
Guest Report: Brownfields Opportunity Area (BOA) Program

- Sarah Crowell (DOS) provides an overview of the BOA program, including details on the program process, program outcomes, and select examples. See slides 7-20 for additional details.
- Discussion
  - **President Harris:** Asked how federal funding may influence the BOA Program.
    - **Sarah Crowell:** Responded that the whole point of BOA is to direct other investments. Added that it can be a critical tool in finding projects for those funds to be invested in that we know are community supported. Noted that the worst thing is to come in with these huge investments and create an uproar or disrupt the community you are trying to support.
  - **Paul Beyer:** Added that he sees the BOA program as the purest form of smart growth in that it truly integrates those three e’s we rely on: equity, economy, and environment, and now the fourth “e” of energy. In that respect, it not only contributes to climate change goals, but the equity goals and it empowers communities. Noted it is like creating a grassroots movement, rather than just creating a plan.
  - **James Shillitto:** Noted that these were good examples and asked if they will be provided to communities as an example of what was done in other areas, so they better understand the potential of participating.
    - **Sarah Crowell:** Responded that the best way to start this process is for communities to learn from each other to better understand what the potential is. Added that they are working hard and can sometimes forget to share success but have the examples on the website and can share these more. Noted this is a good idea and that case studies are critically important.
  - **Randy Wolken:** Asked for more information on the best way for communities to engage in this process, as many of these projects are developed by developers. Added that one of the things they’ve noticed is there are not enough industrial sites for manufacturers.
    - **Sarah Crowell:** Responded that what they’ve seen with past communities is to encourage them to apply for a grant and provide the resources to develop the plans and partnerships. Added that some approaches they taken include setting up conferences, workshops, and meet and greets where you can bring developers and investors together with communities. Emphasized there is no magic bullet, but it is important to bring everyone to the table to identify all needs and figure out how they can best be met.
    - **Randy Wolken:** Asked if IDAs in particular would be good partners.
    - **Sarah Crowell:** Responded yes and that IDAs are often active partners in BOAs, especially in areas with more industrial uses.
  - **Tom Kaczmarek:** Following up on James’ earlier point, asked if there are any opportunities to share best practices with communities to shorten the timeframe to some extent.
    - **Sarah Crowell:** Responded that this is a good point and something they’ve been working on. They don’t yet have a guidebook on the process from start to end but noted that guidance is important and is something they are working on and will hopefully have soon.
President Harris: Added that offering she described earlier and the toolkit they are building through that undertaking could also be a resource for that type of activity, though focused more on power plants.

JTWG Jobs Study Update

- Josh Williams (BW Research) provided an overview of the Jobs Study background and workplan, the methodology and structure, as well as next steps. See slides 21-40 for additional details.
- Discussion
  - Santos Rodriguez: When you speak about prevailing wage and unionized rates, are you discussing whether there should be prevailing wage or unionized rates implemented within the jobs study scope?
  - Josh Williams: Responded that they have built in the best estimate of what we know, but then potentially adding a dial that says, “if we were to increase unionization rates, what impact would that have?”. The idea being, if you institute different policies, what impact would that have. Added that we know in certain industries, if we increase unionization it will have big impacts and in others it will have less of an impact, so it would be able to show this impact.
  - Santos Rodriguez: Asked for clarification on what “big impact” means in this context.
  - Josh Williams: Responded that if you were to develop a policy with increased unionization requirements, they would put this as a dial for the model to see what impacts this would have on employment.
  - Santos Rodriguez: Noted that he applauds everyone for doing this and that it is just as important that when we think about prevailing wage and unionization, that we don’t see investments in people as a cost. Noted that this will raise the standard for people who will be investing in their own communities and he is not sure if this is measured. Added that time and time again, when we talk about prevailing wage and unionization, folks say there is a cost to that, but the cost is not a cost when you think of it as investment in people.
  - Josh Williams: Responded that their job is just to show what the impacts are. Added that something they’ve seen in a lot of these jobs studies is they do not spend much time on job quality and prevailing wages, and this is something this study will be showing. The study will show as the jobs change, what prevailing wage and unionization rates look like. Added it’ll be a data point that can be examined while looking at the different scenarios.

- Henry Garrido: Asked if this analysis examined the role of the public sector within the job sectors described.
  - Josh Williams: Responded that they have not analyzed any actual scenarios that they are going to be presenting and they have only done dry runs. Noted that the data they have right now, he would call draft or dry runs, and that they are still in the process of getting additional data. Added that there is a portion of the jobs they are looking at that are public sector. They have not yet split up the information enough to show this, but it will include both.

- Henry Garrido: Asked for clarification on the part where Josh mentioned unionization rates as it applies to public sectors. Noted he is particularly concerned about the issue of preemption and that he is concerned it could become a tool that exacerbates the current utilization of industries that have traditionally hurt minorities and people of color or utilize cheap labor as a way of implementing this.
▪ **Josh Williams**: Responded that they will be presenting where they think prevailing wages, unionization rates, and labor standards are in terms of what the outputs are from each of the scenarios. Added that they will have 2019 data as a baseline, based on the Clean Energy Industry Report data that they built looking backwards. Looking forward, they will have a measure that will show that as the secondary employment outputs. Added that the part that needs to be clarified and finalized, are the potential dials and considering whether we will look at potential for manufacturing requirements or unionization requirements or something else. Noted that right now, what they have in the research, is they will show what our current estimate is and how that may change over time based on the information that we have.

▪ **Henry Garrido**: Responded that he understands this is a dial, but one of the concerns is regarding a federal principle called preemption, which notes that you cannot preempt an industry or the work to be given out on the basis of union participation. Added that even as well-intentioned as this is, it could result in a myriad of legal challenges.

▪ **Josh Williams**: Responded that he hears these concerns and clarifies they have not finalized these dials. Added this will be the last step in the modeling and is something they’ll get feedback on before moving forward.

▪ **President Harris**: Added that there is some work to do on the basis of this feedback.

  o **Randy Wolken**: Asked Josh if they will be looking at all industries. Noted that, in particular, manufacturing, agriculture, and technology are really high-growth, high-paying jobs and so he is curious if they will be looking at impacts that the policies being implemented will have on those sectors universally, as well as what happens specifically due to the policies related to climate and energy.

  ▪ **Josh Williams**: Responded that the focus is looking at how the sectors are impacted through the different transition scenarios. Added they are not looking at everything in the economy, but technology and manufacturing will be impacted and will be shown through the lens of specific sectors. Also added that there is an agriculture sector but anticipates this will be examined in another study.

  ▪ **Randy Wolken**: Asked if we will miss the potential negative impacts of our policy decisions. Noted that we would only be capturing the positives, but we need to look at the full slate to make policy decisions. Asked how we show the complete picture of what we are doing so we can adjust our approaches if necessary.

  ▪ **Josh Williams**: Responded that they are certainly modeling positive and negative employment impacts. The solar employment in a transition area will likely increase, but a subsector in electricity is natural gas, and this will likely be negatively impacted. Added that one of the challenges with transportation is understanding how gas stations and fueling stations may be impacted. Some may be negatively impacted, but some may transition to electric fuel. Emphasized they will be looking at both the positive and negative.

  ▪ **Randy Wolken**: Responded that, in general, you’ll impact other sectors, and that’s challenging given that other states will be further behind. Asked how we can capture this in the modeling to make the best decisions.
Josh Williams: Responded that direct impacts will show what happens in a sector, but the indirect and induced impacts will show broader employment impacts. This will show rollover effects in industries outside of the specific sectors.

Lara Skinner: Following up on Randy’s comment, noted that this really ties into conversations happening around BOEM and potential use of the Defense Production Act when it comes to offshore wind and requiring a certain percentage to be produced in the United States or in-state. Added that, for this particular industry, it would be helpful to do some modeling around different potential requirements. Regarding the 2019 baseline on working conditions, noted it would be great to hear more about this. Added that a lot of surveys on working conditions rely on employer data, rather than workers themselves. Asked what the plan is to do direct outreach to workers and raised concern that if we don’t go directly to workers, it will only reflect full-time permanent workers in traditional employment situations.

Josh Williams: Responded that 2019 is a baseline in terms of employment levels and profiles. Not necessarily the wages but looking at where people are employed by industry and occupation and where they are distributed across the State. Emphasized that Lara is hitting on key challenges that they are dealing with both within the State of New York, as well as in their work with the Department of Energy on the U.S. Energy Employment Report as well. Added that the Energy Employment Report does reflect the large percentage of work being done at the subcontractor level and the relatively large disparity in the quality of jobs and types of wages. This study is looking at where employment is in 2019 in terms of who is hired and where, by industry and occupation, and will need to factor in where it has been and where we think it should/could go. Emphasized that trying to understand the highs and lows in that will be an important part of that workforce analysis. Added that there are supplemental surveys that do get worker feedback, but it can always be better. Agreed that understanding that variation is an important part of understanding the workforce analysis.

President Harris: Noted that these are good points and appreciates the points on the offshore wind context.

James Shillitto: Noted that in regards to workforce potential going forward, he did not notice anything under operations and maintenance. Asked whether this is being considered as part of another group or if it is not being captured.

Josh Williams: Responded that they split expectation of expenditure into three categories, including planning, capital, and operations. The operational component is the third component and there will be job impacts for each of those. Added that will split these down into finer industries and occupations than was shown in the presentation.

James Shillitto: Responded that it is important to capture the exact number. Added that the estimated number of jobs is quite high, but in the operations and maintenance portion, they will be lower than what they currently are in the fossil fuel industry. Added that manufacturing looks great, but they are short-term jobs. The long-term jobs are operations and maintenance, and as sad as it may look, we have to capture this.
Josh Williams: Agreed and noted the data showed today is an incomplete picture. Added there will be a lot more range in what these employment impacts will be once all sectors are modeled.

Vincent Albanese: Regarding residential and utility scale projections, noted that these projections look low and asked for additional clarification on where the numbers came from. Added that the construction job numbers seem low. Noted that, especially on the residential side, there are undocumented workers who are doing this work who may not be accounted for, as well as temp agencies. Highlighted that unless we are actually speaking to workers, he does not know that we will get accurate numbers of who and how many people are doing this work.

Josh Williams: Noted that Vincent is hitting on the key fundamental challenges they are facing. Added that they data they are seeing is old. They ran the scenarios from the Pathway scenario which is from last year. The draft 1 and draft 2 scenarios will reflect more realistic assumptions about where capacity additions will be for the utility scale solar as well as the distributed. They will more accurately reflect what the world looks like today. Regarding the second point, responded that we do need to understand the variation in terms of job quality and different ways that people are employed. That being said, noted that the model is really built on activities. They take activities and translate those activities into cost and see what employment will look like. They should be capturing the variation in employment. There will always be challenges and there will always be people employed that may not fall into different data collection techniques, which are issues they need to be aware of and refine, but moving forward, as long as they can connect the activities to the cost to the employment, it should be reasonably reflected where employment should be.

James Wilcox: Underscored the point Josh made that the numbers he showed are based on a preliminary illustrative analysis. Added that in the forthcoming analysis they will be making sure they are tracking deployment trajectories that are in line with the most recent procurement and making sure what is finally used in the study is in line with both near-term expectations and a pressure tested long-term view. Added that numbers will change but that is to be expected.

Workforce Training and Development Update: New Funding & Program Initiatives

- Commissioner Reardon provides an overview of JTWG workforce recommendations. See slide 43 for additional details.
- Adele Ferranti and Chris Pinheiro provided workforce development program updates and funding initiatives. See slides 44-45 for additional details.
- Discussion
  - No questions or comments

Other Updates

- President Harris provided notable and relevant updates from this spring’s NY state budget.
- Discussion:
  - Vincent Albanese: Noted that it would be helpful to do a deeper dive on these items and have a larger conversation.
- **President Harris**: Responded that this can be slotted into a later meeting and, given the cross-cutting nature of these topics, they will want additional agencies/team members to be present.
  - **Randy Wolken**: Noted it was great to see both the NY Businesses and Buy American provisions.

**Next Steps**
- President Harris provided an overview of next steps, summarized below. See additional details on slide 49.
  - JTWG to convene again in the autumn (likely late October; to be confirmed and scheduled).
  - Climate Action Council (CAC) work is ongoing, with a focus on gathering input from the CJWG and updating the integration analysis to reflect recommendations of the advisory panels.