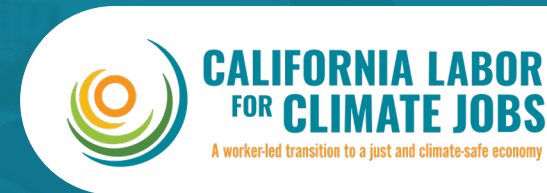


CALIFORNIA WORKERS' CLIMATE BILL OF RIGHTS



Winning a worker-led transition to
a just and climate-safe economy

STATE POLICY PLATFORM
www.calaborforclimatejobs.org

California Labor for Climate Jobs (CLCJ) is a statewide coalition of labor unions organizing for a worker-led transition to a just and climate-safe economy. Our member unions represent oil and gas workers, public sector workers in oil and gas dependent counties and across the state, as well as teachers, domestic workers, healthcare workers, farmworkers, janitors and many more.

WORKERS MUST LEAD THE TRANSITION

Climate change is forcing a massive restructuring of our economy; a worker-led transition provides a once-in-a-lifetime opportunity to reshape our economy for working people and our communities while limiting climate dangers. Labor rights are a climate solution: we must increase workers' voice on the job in all sectors through unionization, and invest in our public sector to build the democratic, clean, green economy we need. Massive investments in our infrastructure, agriculture and public sectors are moving us towards meeting California's climate goals and can create a million new union jobs for pipefitters, carpenters, manufacturers, electricians, cable layers, public transit operators, agricultural workers and others. Expanding the public services our communities need to cope with extreme weather and climate disasters will create jobs for nurses, care workers, public sector workers and more, while providing new opportunities for workers who have been trapped in low-wage jobs.

A worker-led transition means fighting to support fossil-fuel dependent workers and communities, including wage and pension guarantees and retraining, rather than leaving it to the whims of the oil CEOs to dictate the terms of the transition. From West Virginia to Los Angeles, we have seen how unplanned closures and economic shifts have devastated workers and the communities where they live.

Transition is inevitable, but economic and racial justice are not. If labor takes the lead, we have a historic opportunity to grow the labor movement and create a cleaner, more equitable, and climate-safe economy that provides high-road, family-sustaining, union jobs.



CLIMATE CHANGE IMPACTS WORKERS

As fires and floods devastate California, climate change is fundamentally shifting conditions for workers statewide - from lethal threats to farm workers suffering in extreme heat, to teachers crouching on the floors of their classrooms with students on smoke days, to caretakers evacuating clients from fire zones. As California moves to meet its emission reduction goals, refineries will downsize or close, requiring support for workers. Likewise, public sector workers will face layoffs due to declining tax revenues as oil and gas industries shrink or tighten budgets from disaster recovery costs, jeopardizing the vital public services all Californians rely on.

Our current poverty and pollution economy is failing working people and the fundamental life systems we rely on. Extreme weather and the economic disruptions they cause are hitting low-income workers and communities of color first and hardest, and compounding existing inequalities. Following the lead of big business interests will only increase wealth inequality while fueling climate chaos that threatens workers and communities across California.

PROTECTING WORKERS AND CREATING GOOD JOBS

CLCJ's four priority policy areas to advance a worker-led transition to a just and climate-safe economy will create opportunities to expand union careers, protect workers on the job and in the communities where they live, and build worker power. The policy solutions outlined below are a short list of the many changes we need to protect workers.



I. CLIMATE HAZARD PROTECTIONS

We call for Climate Hazard Protections for the **health and safety of all indoor and outdoor workers affected by climate conditions and disasters** including farm and food supply workers, public health workers, teachers and education employees, construction workers, firefighters, airport tarmac workers, utility and communications workers, and many more. Workers across the state are experiencing increasingly dangerous and unhealthy working conditions from extreme heat in agricultural fields and packing plants, to smoke-filled classrooms that lack adequate HVAC systems, to flooded commutes and fire-evacuated nursing facilities. We demand new safeguards that stand up to the escalating risks workers face. All workers deserve the resources and information needed to protect their well-being without fear of retaliation or economic hardship.

WE DEMAND THE FOLLOWING POLICY SOLUTIONS:

- Strengthen statewide indoor and outdoor heat and smoke protection for workers
- Refinery safety compliance - staffing minimums, including training and certification pathways—as companies aim to maximize profit by cutting safety staff
- Strengthen workers' rights in evacuation zones and during disasters



“Our schools should be the safest places in our communities, but I’ve had to crouch on the floor of my classroom with my students on smoke days because of inadequate HVAC systems. The transition to a climate-safe economy is a huge opportunity to create good jobs, protect the health and safety of students and staff, and improve school infrastructure by installing solar panels, updating HVAC systems, electrifying bus fleets, and creating green spaces on campuses.”

CASSONDRA CURIEL • President of United Educators of San Francisco, Middle School ELA Teacher since 2011



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II. SAFETY NETS FOR IMPACTED WORKERS AND COMMUNITIES

Corporations from the Oil industry to Big Ag are already cutting the jobs and wages of workers across California amidst quickly changing economic and climate conditions. The oil and gas industry and their CEO's are raking in record profits while laying off hundreds of oil and gas workers with little notice and worsening contracts for those who remain. As flooding, drought and fires generate public aid and insurance support for employers, agricultural workers are stranded without pay and housing. Decline in both of these industries will result in decreased tax revenue for state and local budgets, putting critical community services from healthcare to firefighting services at risk, along with the public sector jobs that provide these services.

Big corporations never have and never will stand by workers during times of transition—from car manufacturers in Detroit to mine owners in Appalachia to oil companies in California. We are calling for oil and gas companies—the same ones that are reaping record profits while laying off workers – to finance a **worker-led transition that requires all displaced and affected workers receive comprehensive safety nets for a clear and sustainable pathway into family supporting careers.**

WE DEMAND THE FOLLOWING POLICY SOLUTIONS:

- Comprehensive safety nets for displaced workers including wage replacement, healthcare coverage, re-training and relocation support
- Community Transition Support Set Aside Fund to maintain local critical services and public sector jobs in oil and gas-dependent counties
- Disaster insurance to protect workers' pay when climate-fueled disaster makes working unsafe, as well as full unemployment benefits for all undocumented workers
- Training record access and certification pathways for all industrial oil and gas workers so that any displaced worker can transition with their experience, skills and training intact

“We’ve seen the devastating effects of unplanned, unjust closures in the auto, steel and coal industries. With the Mustang returning as an electric vehicle, the rise of Sustainable Aviation Fuel and the surge in Texas’ use of wind and solar energy, the writing is on the wall; change is upon us. We must ensure there will be a safety net for oil and gas workers, our families, our communities that rely on those tax dollars and all those who will be negatively impacted as fossil fuel use decreases.”

NORMAN ROGERS • VP of United Steelworkers 675
Los Angeles Refinery Operator since 1999





III. GOOD JOBS IN THE LOW CARBON ECONOMY

Some say climate change is not an issue, but an era... and it is unleashing the biggest changes in our economy in over a century. The business-as-usual path pushes us towards a pollution and poverty economy that drives low-wage gig work, racial wealth inequality and corporate-controlled democracy. With a united labor movement, our communities can seize the opportunities—thousands of new jobs, massive federal and state investment, unprecedented public will to fight climate disaster—and usher in an equitable, worker-friendly and climate-safe economy.

We need **strong labor standards in every emerging and shifting industry to ensure high-road jobs with family sustaining wages, good benefits, training and workforce development programs and the right to organize.**

WE DEMAND THE FOLLOWING POLICY SOLUTIONS:

- Secure labor standards and a strong unionized workforce for the Federal \$7 billion investment in California's equitable broadband
- Expand oil well remediation work across the state while ensuring prioritized hire and strong labor standards for displaced oil and gas workers
- Expand the Green Janitors Energy Efficiency Workforce Training and the In-home Healthcare Emergency Preparedness Training programs as pathways to higher wages in historically low-wage sectors
- Attach labor, equity and climate standards to all state and federal climate funding



IV. STRONG PUBLIC SECTOR = CLIMATE ADAPTIVE SERVICES FOR ALL

Californians rely on public services and infrastructure that make life possible - water, public transportation, public education, healthcare, energy, and more. Economic crises and transitions have historically opened the door for privatization of our cherished public resources—causing the gap between the rich and poor to widen. The transition to a low-carbon economy must not repeat this mistake: **the safest and most cost-effective way to meet climate crises is through expanding our public sector.**

We must upgrade critical public infrastructure and services to both reduce greenhouse gas emissions and ensure the health and safety of vulnerable workers and communities.

Low income workers and communities of color are on the frontlines of disaster: they're hit first and worse by climate chaos, both at work and at home as fence line, environmental justice community members. Protecting all communities from pollution, climate risks, and disasters requires increased funding for public health services, climate-safe schools, community resilience centers, and more expansive and affordable public transit.

WE DEMAND THE FOLLOWING POLICY SOLUTIONS:

- Universal home care benefit so all Californians have access to in-home care as we face a care cliff, increasing climate-exacerbated health problems and weather emergencies
- Direct federal funding toward expanded public transit and water services, including increased hiring in engineering, operations and maintenance
- Electrify and modernize K-14 School HVAC systems to promote healthy, climate-resilient and climate smart schools
- Invest in our public sector through hiring and training public employees with the skills necessary to plan, oversee, and maintain public infrastructure and services in the low carbon economy; prevent outsourcing of this work

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