



Community Benefits Agreements

Purpose

A Community Benefits Agreement (CBA) is a contract made between a developer and a community. These CBA's often require area developers to provide specific amenities and/or mitigations to offset any discomfort the local community or neighborhood may face throughout the development of a project in their community.

Potential Benefits

1. Living wage and responsible wage requirements
2. Workforce training requirements
3. Local hire guidelines
4. Affordable/worker housing requirements
5. Job quality standards
6. Improvements to local parks and recreational areas
7. Retail / commercial space set aside for small and local businesses
8. Big box retail restrictions
9. Provisions for community input in the selection of tenants

Successful CBA Examples

1. ***Nashville, Tennessee - In 2018 The two sides, in a letter to the council Monday and co-signed by both parties, outlined points of agreement on guaranteed affordable housing, community services like child care, \$15.50 wages for stadium workers, and a committee that will oversee the goals of the agreement.***
2. ***Oakland Army Base — In 2012, Revive Oakland!, a coalition of 30 organizations including residents, nonprofits, businesses and labor, created a jobs policy for the formerly abandoned base, which had been converted for \$800 million into a high-tech trade and logistic complex. The agreement secured livable wages for all workers, required that 50 percent of construction and permanent jobs be filled by Oakland residents and that the ex-offenders be eligible for employment. And for the time in the nation, the agreement restricted the use of temp agencies.***
3. ***Detroit, Michigan - In 2018 a Neighborhood Advisory Council unanimously approved Ford's response to a series of requests it made of the automaker in exchange for its tapping into \$104 million in city tax abatements over 35 years. Investing \$2.5 million to the city Affordable Housing Leveraging Fund to preserve and/or create some 200 new units in the project's impact area***
 - ***Providing \$2.5 million to the Strategic Neighborhood Core City Fund for neighborhood park improvements, streetscape and mobility upgrades, financial support to help eligible seniors secure emergency home repair grants, and boosting a façade improvement program targeting impact area businesses***
 - ***Committing \$5 million for workforce training, education and development, including \$1 million to support other training programs for skilled trades jobs through Detroit at Work and \$2 million in funds to be invested in workforce development programs as well as scholarships and initiatives for youths in the impact zone***
 - ***Launching a local hiring hall for Detroit residents with priority given to residents who live near the campus to seek jobs.***

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- *Providing a way to include small local businesses in its development and make all retail and services at company buildings available to the public*

You can make a difference

Your involvement leaves a legacy

1. Join a coalition and be active in a community organization.
2. Attend and speak at City Council meetings.
3. Educate a neighbor/ friend about possibilities.

Stay connected

[Join the Effort here!](#)

Inclusion is a right, not a privilege for a select few.

- **Judge Geary , Oberti v. Board of Education**
