

## **High Road Training Partnership: Bay Area Residential Building Decarbonization Recommended Definition of a High Road Residential Decarbonization Contractor and Job**

**Note:** For our Partnership’s scope of work “Residential Decarbonization” includes energy efficiency and electrification projects.

### **What is a High Road Residential Decarbonization Contractor?**

A High Road residential decarbonization contractor provides prevailing wages with overtime; healthcare coverage that includes dependents, vision, and dental; a pension or retirement plan with an employer match; and paid time off. For safety and maintaining a high quality of work, High Road residential decarbonization contractors are in compliance with all labor codes and laws, possess the necessary licenses and certifications, and are bonded and insured per California state requirements to perform their job within residential construction. In addition, they promote an inclusive and safe work environment, provide entry-level working opportunities, and offer pathways and training opportunities for workers to advance within their careers and obtain new certifications. A High Road residential decarbonization contractor also uplifts and employs workers from disadvantaged communities and maintains a workforce that represents and serves the community in which they work.

Specifically, High Road residential decarbonization contractors:<sup>1</sup>

- Pay residential prevailing wages (at a minimum) for all workers, and require that subcontractors do the same.
- Provide a minimum of Covered California Silver Level health care coverage to employees and their dependents, paying at least 85% of the premium for their full time employees and at least 75% of the premium for family and dependents, if applicable. Vision and dental coverage are provided for the employee and dependents.
- Offer a pension or retirement savings plan for full-time workers with an employer match of at least 3%.
- By following prevailing wage requirements, or in addition to prevailing wage requirements as needed, provide a minimum of 22 days off per year for holiday, vacation, sick leave, or personal necessity, of which at least 12 are compensated.
- Prioritize hiring workers residing in Disadvantaged or Low Income Communities, including having at least one formal First Source Hiring Agreement with a Designated

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<sup>1</sup> Refer to the Partnership-recommended [Labor Standards](#) for additional detail.

Training Provider with a proven track record of relevant, quality residential decarbonization training and providing career opportunities to priority populations.

- Provide work hours for both experienced workers and entry-level workers by ensuring that at least 30% of workers on each project installation are 'experienced' workers and by employing at least one 'entry level' worker on every project requiring three or more persons. For projects under 3 people, we recommend a ratio of 1:1.

### **What is a High Road Residential Decarbonization Job?**

High Road jobs in the residential decarbonization sector retain and attract workers in this industry, improve the quality of work and persistence of energy savings, and improve the lives of workers and their families while serving their regional communities. A High Road residential decarbonization job provides prevailing wages with overtime; healthcare coverage that includes dependents, vision and dental; a pension or retirement savings plan with an employer match; paid time off; and opportunities for career advancement and skill development. A worker in a High Road residential building decarbonization job feels welcomed, safe, heard, included, and empowered with the assurance of support from supervisors and the organization, and the ability to contribute ideas that materially improve the quality of their job and vitality of their organization.

Specifically, a High Road residential decarbonization job:

- Provides residential prevailing wages.
- Provides a minimum of Covered California Silver Level health care coverage to employees and their dependents, paying at least 85% of the premium for their full time employees and at least 75% of the premium for family and dependents, if applicable. Vision and dental coverage are provided for the employee and their dependents.
- Offers a pension or retirement savings plan for full-time workers with an employer match of at least 3%.
- Provides a minimum of 22 days off per year for holiday, vacation, sick leave, or personal necessity, of which at least 12 are compensated.
- Offers opportunities for workers to participate in training for career advancement that does not take away from their paid work hours.
- Provides opportunities for both entry-level and experienced workers.