

Initiative	Aspect(s) of CNoW Addressed	Lens	Description	Initiative Leader	Type	Timeframe	Industry or Occupation	Geography	Link 1	Link 2 (if applicable)	ReWork the Bay Indicators			
											Quality, empowered jobs for all?	Equitable access to those jobs?	Affordable supports to succeed in work?	Other impact on jobs outside of ReWork indicators?
<b>East Bay Transportation &amp; Logistics Partnership</b>	Automation of tasks	Business & economic development	An organization that convenes transportation & logistics - centric companies in the East Bay & allows them to set priorities related to maintaining competitiveness & growth amidst a changing technological & industrial landscape. EBTIP is also a venue for these companies to enter conversation & work with a number of relevant public sector actors in efforts to translate their priorities into policy.	East Bay Leadership Council	Private sector initiative	Launched in 2014 and ongoing	Logistics	East Bay	<a href="#">Careers Ladders Project, "East Bay Transportation and Logistics Partnership"</a>		TRUE	TRUE	FALSE	FALSE
<b>Autodesk Foundation - Future of Work Focus Area</b>	Automation of tasks	Business & economic development	Autodesk Foundation supports worker prosperity in the era of automation, in service of a more equitable future. We initiated grants and partnerships that enhance our understanding of how to address the needs of workers, improve [job] matching infrastructure, and engage employers in a targeted way.	Autodesk Foundation	Funder	2017- ongoing	Broad	National, but foundation is SF-based	<a href="https://damassets.autodesk.net/content/dam/org/assets/2019/autodesk-report-future-of-work.pdf">https://damassets.autodesk.net/content/dam/org/assets/2019/autodesk-report-future-of-work.pdf</a>		FALSE	TRUE	FALSE	FALSE
<b>SEED - Stockton Economic Empowerment Demonstration</b>	Automation of tasks	Social protection & assistance	Provides 100 residents with \$500/month for 18 months, must belong to a neighborhood where median income is \$46K or less.	Y Combinator	Academia/research	Started in Feb 2019, 18 month duration	n/a	Stockton	<a href="https://www.businessinsider.com/basic-income-experiment-started-by-y-combinator-delayed-until-2019-2018-8">https://www.businessinsider.com/basic-income-experiment-started-by-y-combinator-delayed-until-2019-2018-8</a>		FALSE	FALSE	TRUE	FALSE
<b>Stanford Basic Income Lab</b>	Automation of tasks	Social protection & assistance	From website: "Provides an academic home for the research and the study of the development and impact of UBI. "Convenes scholars, policymakers, business leaders, think tanks, nonprofits, and foundations around the politics and economics of UBI..." "Informs policymakers and practitioners about latest best practices"	Stanford's McCoy Center for Ethics in Society	Academia/research	2017-ongoing	n/a	Based on Peninsula/ National scope	<a href="https://basicincome.stanford.edu/">https://basicincome.stanford.edu/</a>		FALSE	FALSE	TRUE	FALSE
<b>YC Research Oakland UBI Pilot</b>	Automation of tasks	Social protection & assistance	YC Research, the nonprofit arm of Y-Combinator startup accelerator, had plans to run a UBI experiment in Oakland but ultimately decided to run only a very small pilot in Oakland (~10 individuals). Sometime in 2019 is starting a full-fledged experiment with a large sample size in two U.S. states - exact location is being kept confidential.	Y-Combinator	Academia/research	Sept 2016 Oakland pilot; 2019 - beginning study in 2 undisclosed states	n/a	Oakland	<a href="https://www.technologyreview.com/1611949/y-combinators-60-million-basic-income-experiment-will-begin-next-year/">https://www.technologyreview.com/1611949/y-combinators-60-million-basic-income-experiment-will-begin-next-year/</a>	<a href="https://basicincome.ycr.org/">https://basicincome.ycr.org/</a>	FALSE	FALSE	TRUE	FALSE
<b>Kaiser Permanente Labor-Management Partnership technological transition plan</b>	Automation of tasks	Worker voice / organizing /agency	Kaiser's most recent Coalition National Agreement from 2015 includes provisions related to planning for the "workforce of the future," as driven by technological change. To that end, it created a Regional Workforce Planning and Development Team with the mandate to study "jobs of the future." It also provided additional funding to two Taft-Hartley training trusts to prepare employees for workplace changes. A related union contract between Kaiser and SEIU-UHW outlines specific steps to address job displacement due to mechanization or technological improvement. These protective provisions include: advanced notice, offer of new job and training, and severance pay for long-time employees.	Coalition of Kaiser Permanente Unions, Kaiser Permanente	Collective bargaining	2015-ongoing	Healthcare workers	Predominantly Northern California	<a href="https://www.IMPARTNERSHIP.ORG/stories/most-union-agreements-change-here-be-prepared">https://www.IMPARTNERSHIP.ORG/stories/most-union-agreements-change-here-be-prepared</a>		TRUE	FALSE	FALSE	FALSE
<b>UNITE HERE/Marriott contract</b>	Automation of tasks	Worker voice / organizing /agency	As large hotel chains begin to implement automated systems to perform the work traditionally done by low-wage service workers (front desk clerks, bellhops, bartenders, dishwashers, cashiers), Unite Here and related unions representing such workers are beginning to organize around including workers in these new systems of work, rather than render them useless and excluded. The agreed-upon contract that resulted from the 2018 Marriott strike gave workers who lose their jobs to automation first access to job openings at other hotels in the Marriott system. A June 2018 contract reached with MGM & Caesar's Las Vegas included provisions for "workers to be trained to do jobs created or modified by new technology, allowing them to share in the productivity gains. The contracts also provide for the company to try to find jobs for displaced workers. But the union's key achievement was to get 180 days' warning of technological deployments."	UNITE HERE	Collective bargaining agreement	Contract negotiated late 2018	Hospitality	Cities nationwide including San Jose, San Francisco, Boston, Honolulu	<a href="#">NY Times, "Hotel Workers Fret Over a New Rival: Alexa at the Front Desk"</a>	<a href="#">The Atlantic, "The Quiet Ways Automation Is Remaking Service Work"</a>	TRUE	FALSE	TRUE	FALSE
<b>SEIU-UHW/Kaiser Permanente contract, 2012</b>	Automation of tasks	Worker voice / organizing /agency	This contract outlines a specific plan to address job displacement due to mechanization or technological improvement. These protective provisions include: advanced notice, offer of new job and training, and severance pay scale provisions for 5-year employees, with "reasonable efforts for employees with less than 5-years of service."	UHW	Collective bargaining	2012-2016	Healthcare - nurses	Bay Area	<a href="#">(link to contract p.276-277/p. 281-282 in pdf and p.381-389/p.386-394 in pdf)</a>		TRUE	FALSE	FALSE	FALSE
<b>AB 1321</b>	Automation of tasks	Worker voice / organizing /agency	A bill that would give the State Lands Commission the power to block automation at ports. The bill arose in part of ILWU dockworkers union's fight against automation at one of the largest terminals in the LA port. Passed out of Assembly and still in consideration in Senate	ILWU	Public policy	2019	Logistics, transportation	California	<a href="#">supplychaindive.com, "With Port Automation Comes Political Risk"</a>	<a href="#">Daily Breeze, "Showdown on LA City Council About Port Automation"</a>	FALSE	FALSE	FALSE	TRUE
<b>GreenLight.tech</b>	Automation of tasks	Workforce development	An educational initiative geared at getting young, high school and college students, informed about job opportunities in the field of autonomous vehicles	NOVA Workforce Board	Workforce training	?-2019	autonomous vehicles	Silicon Valley	<a href="http://green-light.tech">http://green-light.tech</a>		FALSE	TRUE	FALSE	FALSE
<b>Google.org Economic Opportunity line of work</b>	Automation of tasks	Workforce development	Google.org has committed more than \$50 million to fund research and development projects to better understand how work is changing and identify new solutions. Additionally, we're investing in traditional job training organizations to help them prepare themselves and their workers for tomorrow's middle-skill jobs.	Google.org	Funder	? - ongoing	Broad	Global	<a href="https://www.google.org/our-work/economic-opportunity/">https://www.google.org/our-work/economic-opportunity/</a>		FALSE	TRUE	FALSE	FALSE
<b>UC Berkeley Tech@Work project</b>	Automation of tasks Introduction of new technologies in the workplace	Worker voice / organizing /agency	A research project with strong ties to the labor movement, Tech@Work develops research aimed at shaping a pro-worker policy agenda for the future of work. Currently, the project is focused on developing a series of policy landscape scans on topline future-of-work -related issues, including worker displacement, data and algorithms, and job creation. In addition, the project is commissioning industry studies which provide an in-depth look at industries expected to be hit strongly by automation and other technologies, such as retail, healthcare, and logistics.	Annette Bernhardt, UC Berkeley Labor Center	Academia/research	2018-ongoing	Broad	National in scope, but based in CA			TRUE	TRUE	TRUE	FALSE
<b>"Future of the Workforce Development Ecosystem" project for SF OEWD</b>	Automation of tasks Introduction of new technologies in the workplace	Workforce development	A research project envisioning a framework for the workforce development system of the future, in San Francisco	Institute for the Future	Academia/research	2015	workers in cities, particularly SF	San Francisco	<a href="https://oewd.org/future-work">https://oewd.org/future-work</a>		FALSE	TRUE	FALSE	FALSE
<b>Gov Newsom's Future of Work Commission</b>	Broad	Multiple	On International Workers' Day 2019, Governor Newsom signed an executive order (PDF) establishing the Future of Work Commission, with the overarching goal of developing a new social compact for California workers, based on an expansive vision for economic equity that takes work and jobs as the starting point, and assumes that the future of work is not inevitable and will be shaped by our actions.	Governor Newsom	Tripartite planning body	Announced May 2019, will release a report 2020	Focus on occupational sectors most at risk of automation	Statewide	<a href="https://www.gov.ca.gov/2019/05/01/on-international-workers-day-governor-newsom-celebrates-dignity-of-work/">https://www.gov.ca.gov/2019/05/01/on-international-workers-day-governor-newsom-celebrates-dignity-of-work/</a>	<a href="https://www.gov.ca.gov/wp-content/uploads/2019/05/5.01.19-EO-N-11-19-Future-of-Work.pdf">https://www.gov.ca.gov/wp-content/uploads/2019/05/5.01.19-EO-N-11-19-Future-of-Work.pdf</a>	TRUE	TRUE	FALSE	FALSE
<b>Institute For The Future - "Work + Learn Futures Lab"</b>	Broad	Multiple	A think-tank based in Palo Alto has positioned itself as a source of insights and research around the future of work. On its website, you can browse through original reports IFTF has authored on various future of work -related topics. Now, the Institute is charged with coordinating the Future of Work Commission	Institute For The Future	Academia/research	?-ongoing	Broad	California, International	<a href="http://www.iftf.org/workandlearnfutures/">http://www.iftf.org/workandlearnfutures/</a>		FALSE	FALSE	FALSE	TRUE

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	Automation of tasks; Growth & decline of industries; Changing demands for skills; Economic shifts in response to climate change; Expansion of contingent & nonstandard work arrangements; Introduction of new technologies in the workplace (other than automation)	Business & economic development, Workforce development, Social protection & assistance, Worker voice / organizing agency, Alternative economic models									Quality, empowered jobs for all?	Equitable access to those jobs?	Affordable supports to succeed in work?	Other impact on jobs outside of ReWork indicators?
<b>Future of Work and Workers Project @ Stanford Center for Advanced Study in the Behavioral Sciences</b>	Broad	Social protection & assistance	"[The project] considers and catalyzes research and policy proposals on transformations in technology, skill requirements, social protections, and workers' voice. The initial funding from the Rockefeller Foundation led to the production of a series of nearly 100 short articles for Pacific Standard, articles that explore what a wide-ranging group of authors (from futurists to sweatshop labor organizers, from social scientists to leaders in business and education) believe are the most important issues confronting work and workers in the 21st century." Their website states that after reflection on their niche, they realized that "No other project was as concerned as we are with the future of workers." Collaboration with YC & Stockton UBI experiments + Collaboration on "digital means to enhance workers' voice & power" w the Stanford Cyber Initiative.	Stanford Center for Advanced Study in the Behavioral Sciences	Academia/research	2014-ongoing	Broad	Based in Stanford, CA	<a href="https://casbs.stanford.edu/programs/projects/future-work-and-workers-2014-18">https://casbs.stanford.edu/programs/projects/future-work-and-workers-2014-18</a>		TRUE	FALSE	FALSE	FALSE
<b>Bay Area Council's Workforce of the Future Committee</b>	Changing demands for skills	Business & economic development	The Workforce of the Future Committee seeks to address employers' skill needs through two programs. Occupational Councils convene industry executives to diagnose skills gaps in their industry talent pipelines. The Inclusive Economy program advocates for policy-makers and program directors to focus their workforce development efforts on those skills.	Bay Area Council	Strategic policy planning council	At least 2018-ongoing	Multiple	Bay Area	<a href="#">Bay Area Council, "Workforce of the Future"</a>		FALSE	TRUE	FALSE	FALSE
<b>Climb Hire</b>	Changing demands for skills	Workforce development	Funded by \$2 million from donors including Google.org, Schmidt Futures, and the Schusterman Family Foundation, Climb Hire offers working adults ages 24-33 from underrepresented backgrounds 200 hours of training in Salesforce administration as well as soft skills, then assists with job placement in roles such as Junior Salesforce Administrators, Business Analysts, and Project Coordinators. Once they land a job, participants must pay back a total of \$7,200 to the program in monthly installments. Climb Hire also plans to charge employers a finders' fee.	Climb Hire (nonprofit)	Workforce training	2019-ongoing	Administrative	Bay Area	<a href="#">Climbhire.co</a>		FALSE	TRUE	FALSE	FALSE
<b>AMT Workforce Program</b>	Changing demands for skills	Workforce development	A workforce development program put on by Evergreen Valley College & NextFlex aiming to address Silicon Valley's workforce shortage by providing people with the skills & background necessary to find employment in the tech sector. Specifically, this program focuses on teaching students an "advanced manufacturing" skillset.	NextFlex; EVC	Workforce training	Fall 2019 start	Manufacturing	San Jose	<a href="#">Nextflex.us, "New Advanced Manufacturing Technology Curriculum"</a>		FALSE	TRUE	FALSE	FALSE
<b>Area Health Education Centers (AHECs)</b>	Changing demands for skills	Workforce development	The California Statewide AHEC Program aims to improve the supply and distribution of health care professionals through community/academic educational partnerships. Local and regional AHECs are led by healthcare employers (generally community health clinics) in each local area. The San Francisco AHEC hosts a Community HealthCorps program that exposes potential health professionals to community health in underserved areas. A majority of the members go on to be trained as health professionals. The South Bay AHEC provides community-based clinical experience and professional education; teaches residents to conduct health education in community organizations; and provides health careers pipeline opportunities for K-16 students.	San Francisco Community Clinic Consortium (SFCCC); Community Health Partnership (CHP); Stanford University	Workforce training	1972-ongoing	Healthcare	San Francisco AHEC, South Bay AHEC, Contra Costa AHEC	<a href="http://www.cal-ahec.org/programs/">http://www.cal-ahec.org/programs/</a>		FALSE	TRUE	FALSE	FALSE
<b>Stride Center</b>	Changing demands for skills	Workforce development	The Stride Center is focused on providing introductory IT training for people who face barriers to employment to help them access careers in the technology economy.	Stride Center	Workforce training	?-ongoing	Information & communications technology	Oakland, East Bay	<a href="http://www.stridecenter.org/">http://www.stridecenter.org/</a>		FALSE	TRUE	FALSE	FALSE
<b>Strong Workforce Initiative</b>	Changing demands for skills	Workforce development	"The purpose of the Strong Workforce program [a project of California Community Colleges] is to improve the availability and quality of [Career Technical Education] programs leading to certificates, degrees, and credentials. Strong Workforce requires neighboring community colleges to form a regional consortium. Each consortium must collaborate with various regional stakeholders, including local workforce development boards, industry leaders, and local education agencies, to develop a four-year plan for how they will address regional workforce needs." (Legislative Analyst's Office - see links for report)	California Community Colleges Chancellor's Office	Workforce training	2016-17 state appropriation was impetus to start new CTE program for cmtly colleges. In 2017-2018, programs were consolidated to form Strong Workforce Initiative	Vocational training	Statewide	<a href="#">California Community Colleges, "What is Strong Workforce"</a>		FALSE	TRUE	FALSE	FALSE
<b>IT Networking / Cybersecurity Apprenticeship</b>	Changing demands for skills	Workforce development	CA community colleges offer a series of 4 sets of course courses intended to get students trained for well-paying, entry-level jobs in IT as well as more specialized areas such as cybersecurity and networking. Overall, this is a field where thousands of entry-level jobs remain unfilled.	California Community Colleges	Workforce training	At least 2017-ongoing	Information and Communications Technology (ICT)	Statewide	<a href="https://ictdmsector.org/it-cybersecurity/">https://ictdmsector.org/it-cybersecurity/</a>		FALSE	TRUE	FALSE	FALSE
<b>San Francisco Bay Area Biotechnology Center</b>	Changing demands for skills	Workforce development	Hosted at Ohlone College in Fremont, the SF Bay Area Biotechnology Center is part of a broader statewide initiative run by CA Community Colleges Workforce Development Program. Provides hands-on training and entry-level work readiness for biotech workforce (pharma, diagnostics, biotech, biomedical, and medical devices). With enough training, students can earn an "Employability Milestone" that represents readiness for employability in the biotech industry	Ohlone College	Workforce training	?-ongoing	Biosciences	Bay Area	<a href="http://www.calbiotechcareers.org">http://www.calbiotechcareers.org</a>	<a href="https://www.ohlone.edu/biotech/biotechcenter/services">https://www.ohlone.edu/biotech/biotechcenter/services</a>	FALSE	TRUE	FALSE	FALSE
<b>TechSF Training and Apprenticeship program</b>	Changing demands for skills	Workforce development	TechSF is an initiative run by the SF Office of Economic and Workforce Development that provides individuals access to free tech skills trainings - e.g. coding, video production, IT certifications. This is facilitated by connecting them to nonprofits like SamaSchool, UpwardlyGlobal, and the Bay Area Video Coalition.	SF Office of Economic and Workforce Development	Workforce training	Training appears to be starting soon	Information and Communications Technology (ICT)	San Francisco	<a href="https://oewd.org/tech-sf">https://oewd.org/tech-sf</a>		FALSE	TRUE	FALSE	FALSE
<b>Skills for CA</b>	Changing demands for skills	Workforce development	Skills for CA is a statewide coalition of organizations advancing workforce development policies focused on skills training. Its activities include: 1) Strengthening and amplifying a unified voice towards state policy impacts; 2) Sharing workforce development innovations across the network; and 3) Developing resources to inform state policy. It is a partnership between California EDGE Coalition and National Skills Coalition.	California EDGE Coalition, National Skills Coalition	Workforce training	2019 - ongoing	Multiple	California	<a href="http://skillsforca.org">skillsforca.org</a>		FALSE	TRUE	FALSE	FALSE
<b>COOP</b>	Changing demands for skills	Workforce development	Targets soon-to-be college grads from low-income backgrounds. Delivers intensive trainings as part of a "digital skills apprenticeship," plus soft skills and cohort-building to assist graduates in finding jobs in "digital marketing" and "data analytics."	COOP	Workforce training	2014 - ongoing	Digital marketing, data analytics	Bay Area, New York City	<a href="https://coopcareers.org/">https://coopcareers.org/</a>		FALSE	TRUE	FALSE	FALSE
<b>Sunrise Movement</b>	Economic shifts in response to climate change	Alternative economic models	A national movement with a strong Bay Area presence, this youth-led movement is campaigning for a Green New Deal	Sunrise Movement	Worker/community organizing	2017-ongoing	Multiple	National	<a href="https://www.sunrisemovement.org/">https://www.sunrisemovement.org/</a>		TRUE	FALSE	FALSE	FALSE
<b>California Green New Deal</b>	Economic shifts in response to climate change	Alternative economic models	State legislative effort by a range of community, advocacy and worker groups to pass a bill in 2020	APEN (Asian Pacific Environmental Network), Assemblymember Rob Bonta	Worker/community organizing	2019 - 2020	energy, transportation, construction, public sector	California	<a href="#">SacBee, "CA Dems want Green New Deal"</a>		TRUE	TRUE	TRUE	FALSE
<b>People Power Solar Cooperative</b>	Economic shifts in response to climate change	Alternative economic models	Cooperatively owned solar project. Small investments from community members to install a residential solar project who then get paid dividends from sale of energy generated.	Local Clean Energy Alliance	Cooperative	March 2019 launch	Construction, clean energy	Oakland	<a href="https://www.peoplepowersolar.org/">https://www.peoplepowersolar.org/</a>		FALSE	FALSE	TRUE	FALSE

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<b>Clean Power SF (&amp; East Bay Community Energy)</b>	Economic shifts in response to climate change	Business & economic development	Local clean choice energy programs that gives PG&E customers in SF (Clean Power SF) and Alameda County (East Bay Community Energy) the ability to choose energy plans supplied by renewables	Local Clean Energy Alliance - in the east bay, no advocates really holding it down in SF. SFPUC is supposed to have a plan to create ~500MW of energy for SF by 2030, but they've yet to make any kind of a concrete plan public	Utility plan	ongoing	Ironworkers, electricians	California	<a href="https://www.cleanpowersf.org/howitworks">https://www.cleanpowersf.org/howitworks</a>		FALSE	FALSE	FALSE	TRUE
<b>Berkeley electrification ordinance (and Climate Emergency Mobilization Taskforce?)</b>	Economic shifts in response to climate change	Business & economic development	Berkeley passed an ordinance requiring new buildings to be built to use only electricity, not natural gas. This aids the city in reaching its clean energy and climate emission goals. Berkeley is the first city in CA to pass such a law; Electricity has potential to be cleaner than natural gas, if it is generated from renewable sources. Natural gas makes up 1/4 of Berkeley's green house gas emissions and 3/4 of its building emissions	Councilmember Kate Harrison, Cheryl Davila	Public policy	2019	construction	Berkeley	<a href="https://www.berkeleyside.com/2019/07/17/natural-gas-pipes-now-banned-in-new-berkeley-buildings-with-some-exceptions">https://www.berkeleyside.com/2019/07/17/natural-gas-pipes-now-banned-in-new-berkeley-buildings-with-some-exceptions</a>		FALSE	FALSE	FALSE	TRUE
<b>Gillig LLC</b>	Economic shifts in response to climate change	Business & economic development	"GILLIG is the leading manufacturer of heavy-duty transit buses in the United States. From initial design through final assembly, each GILLIG bus is designed and built in Livermore, California. We are committed to building buses that connect communities, eliminate congestion, and contribute to a greener environment."	Gillig	Private sector initiative	Founded in 1890 as a carriage and wagon manufacturer.	Manufacturing; Transportation	Livermore / Bay Area	<a href="https://www.gillig.com/company">https://www.gillig.com/company</a>	<a href="https://jobstomoveamerica.org/resources/inclusive-public-procurement/">https://jobstomoveamerica.org/resources/inclusive-public-procurement/</a>	FALSE	FALSE	FALSE	FALSE
<b>Diablo Canyon Nuclear Power Plant Decommissioning (Just Transition)</b>	Economic shifts in response to climate change	Social protection & assistance	IBEW Local 1245, representing the Diablo Canyon workers, worked with PG&E, environmentalists, and local communities to negotiate a deal for the nuclear plant's scheduled 2025 shutdown - including taking care of the 500 high-skill, high-wage employees at the plant. The agreement keeps the plant operational until the end of its license with the Nuclear Regulatory Commission, through 2025, and gives a 25 percent retention bonus for workers to remain at the plant through its closure (~\$350million?). To compensate for the loss in the region's tax base, the agreement provides \$85 million for local government	IBEW, Big Green (Friends of the Earth & others)	Collective bargaining agreement	Negotiated over years, legislation signed by Gov Brown in 2018	Energy sector (nuclear) workers, IBEW members, community impact	San Luis Obispo	<a href="http://laborcenter.berkeley.edu/diablo-canyon-just-transition-workers-environment/">http://laborcenter.berkeley.edu/diablo-canyon-just-transition-workers-environment/</a>		TRUE	FALSE	FALSE	FALSE
<b>Alliance for a Just Recovery</b>	Economic shifts in response to climate change	Worker voice / organizing /agency	Formed after the wildfires of 2017, AJR is a coalition supporting low-income workers, calling for policies ensuring a just recovery and economic and racial justice, such as labor standards for the rebuild, rent control, living wages and environmental policies. (5% of housing stock was destroyed and rents surged by 30% in wake of the fires)	North Bay Jobs with Justice	Worker/community organizing	2017-ongoing	Construction of buildings, Energy	North Bay	<a href="http://www.northbayjobswithjustice.org/AJRreport">http://www.northbayjobswithjustice.org/AJRreport</a>		TRUE	FALSE	TRUE	FALSE
<b>Labor Rise for Climate, Jobs, Justice &amp; Peace</b>	Economic shifts in response to climate change	Worker voice / organizing /agency	A grassroots network of labor allies in the Bay Area, formed to organize for the climate march in September 2018 and meeting monthly since then. Labor Rise has mobilized unions for climate marches/strikes in Sept 2018 & 2019 and is a vehicle for union members to share strategies about how to get their unions to endorse just transition efforts (e.g. the federal Green New deal).	JWJSF and members of SEIU 1021, IFPTE local 21 and Peralta Federation of Teachers	Coalition	2018 - ongoing	All workers	Bay Area			FALSE	FALSE	FALSE	TRUE
<b>Utility Justice campaign</b>	Economic shifts in response to climate change	Worker voice / organizing /agency	The Reclaim Our Power: Utility Justice Campaign is an initiative to mobilize a broad coalition of utility ratepayers, social justice advocates, and allies to oppose a bailout of PG&E, achieve a publicly accountable "takeover" of the monopoly, and in the process begin an equitable, sustainable, decentralized restructuring of California's energy system	Local Clean Energy Alliance	Worker/community organizing	2019 - ongoing	Utilities	Bay Area	<a href="http://localcleanenergy.org/UtilityJustice">http://localcleanenergy.org/UtilityJustice</a>		TRUE	FALSE	FALSE	TRUE
<b>San Francisco Green New Deal</b>	Economic shifts in response to climate change	Worker voice / organizing /agency	Community and labor coalition formed to push for the framework of a SF Green New Deal and policy solutions to reach SF's climate goals from a worker justice and racial equity perspective with workers and community members of our organizations engaged in participatory planning. This potentially includes efforts around energy and power, jobs, transportation justice, food justice and public financing.	Jobs with Justice SF and PODER (People Organizing to Demand Environmental and Economic Justice)	Worker/community organizing	2019 - 2020	Utilities, Transportation, Construction, Public sector	San Francisco			TRUE	TRUE	TRUE	FALSE
<b>Labor Center Green Economy Program</b>	Economic shifts in response to climate change	Worker voice / organizing /agency	The Labor Center Green Economy Program conducts research on issues of job creation, quality, access, and training in the emergent green economy. In addition, they provide research and technical assistance to state agencies, labor, and other stakeholders who are engaged in developing and implementing policy related to energy and climate change in California and nationally. Cannabis worker organizing, training programs, and health & safety standards Supporting good employers that provide good jobs through strong licensing rules and smart zoning. Building a robust training program through state-certified apprenticeship programs to develop career pathways for workers in the industry + Worker first rules that protect safety and security of cannabis worker, while ensuring accountability in the sale of a controlled substance.	UC Berkeley Labor Center	Academia/research	Ongoing	green economy, clean energy	California	<a href="http://laborcenter.berkeley.edu/topic/green-economy/">http://laborcenter.berkeley.edu/topic/green-economy/</a>		TRUE	TRUE	FALSE	FALSE
<b>California Advanced Lighting Controls Training Program (CALCTP)</b>	Economic shifts in response to climate change	Workforce development	CALCTP is a statewide initiative aimed at increasing the use of lighting controls in commercial buildings and industrial facilities through education. CALCTP is composed of two training programs: (1) an installation program and (2) an acceptance test technician program (Title 24 requirement). CALCTP provides training and certification to electricians, contractors, acceptance test technicians, building operators and managers. The program is increasing the use of energy-saving lighting controls in commercial buildings and ensuring they are properly installed and commissioned for maximum effectiveness.	Government agencies, labor, and utilities such as: California State Labor Management Cooperation Committee for the International Brotherhood of Electrical Workers and the National Electrical Contractors Association (LMCC/IBEW-NECA) Southern California Edison (SCE) Pacific Gas and Electric (PG&E) San Diego Gas and Electric (SDG&E)	Workforce training	2008 - present	Construction utilities	California	<a href="https://www.calctp.org">https://www.calctp.org</a>	<a href="https://cltc.ucdavis.edu/calctp">https://cltc.ucdavis.edu/calctp</a>	FALSE	TRUE	FALSE	FALSE
<b>Rising Sun Center for Opportunity</b>	Economic shifts in response to climate change	Workforce development	Opportunity Build / Green Energy Training Services (GETS) provides job training, case management, and job placement services to low-income adults experiencing barriers to employment. GETS offers two training modules: Core, which is a certified Apprenticeship Readiness Program for individuals who want to enter the union building trades, and Solar, for those seeking to enter the solar industry. Climate Careers / California Youth Energy Services (CYES) trains and employs local young adults to provide free energy efficiency and water conservation services to residents of their communities.	Rising Sun Center for Opportunity (nonprofit)	Workforce training	Ongoing (started in Nor Cal 2000)	Construction of buildings, Energy	Oakland, East Bay, Stockton	<a href="https://risingsunopp.org/">https://risingsunopp.org/</a>		FALSE	TRUE	FALSE	FALSE

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	Automation of tasks; Growth & decline of industries; Changing demands for skills; Economic shifts in response to climate change; Expansion of contingent & nonstandard work arrangements; Introduction of new technologies in the workplace (other than automation)										Business & economic development, Workforce development, Social protection & assistance, Worker voice / organizing /agency, Alternative economic models	Quality, empowered jobs for all?	Equitable access to those jobs?	Affordable supports to succeed in work?
<b>AB639: Task Force on Addressing Workforce Impacts of Transitioning Seaports to a Lower Carbon Economy</b>	Economic shifts in response to climate change	Workforce development	CA State bill introduced by Assemblymember Cervantes, would create a task force within CalEPA to analyze the workforce impacts of transitioning seaports to lower carbon economy and require CARB to include plan for workforce impacts in its regular 5-year scoping plans. Task force will make recommendations about how to assist displaced workers, through measures like job outplacement/transfers, retraining, and transition support	Assemblymember Sabrina Cervantes, 60th assembly district, NW Riverside County	Public policy	Introduced in 2019	Logistics	California; Port of Oakland	<a href="https://trackbill.com/callifornia-assembly-bill-639">https://trackbill.com/callifornia-assembly-bill-639</a>		FALSE	TRUE	TRUE	FALSE
<b>Silicon Valley Clean Energy</b>	Economic shifts in response to climate change	workforce development	CCA for most of Santa Clara County (excluding San Jose, which started its own CCA). "SVCE is developing workforce programs to train workers for jobs with companies and agencies promoting low-carbon alternatives to fossil-based technologies...A critical part of decarbonizing these sectors is fostering a workforce that can advise on, install, maintain, and repair low-carbon alternatives to fossil-based technologies. SVCE's Board of Directors has authorized \$200,000 over FY19-FY20 for initiatives to help train this workforce in partnership with existing workforce development institutions and resources in our service territory." They are currently trying to figure out what their approach is for workforce development.	governed by 13 communities in Santa Clara, community owned agency	Utility plan	ongoing	clean energy	Santa Clara County (excluding San Jose)	<a href="https://www.svcleanenergy.org/">https://www.svcleanenergy.org/</a>		FALSE	FALSE	FALSE	TRUE
<b>Training for repair &amp; maintenance of electric/hybrid buses</b>	Economic shifts in response to climate change	Workforce development	Hartnell College is partnering with Santa Clara Valley Transit to train students to work on electric buses, to help establish Hartnell as a training and repair facility for the transit system.	Hartnell College	Workforce training	2017	transit, repair		<a href="http://atleducation.org/cec-funding-powers-industry-connections-at-hartnell-college/#more-3585">http://atleducation.org/cec-funding-powers-industry-connections-at-hartnell-college/#more-3585</a>		FALSE	TRUE	FALSE	FALSE
<b>Driver's Seat Cooperative</b>	Expansion of contingent & nonstandard work arrangements	Alternative economic models	Driver's Seat Cooperative helps rideshare drivers own and use their data to maximize their income. Data collected by drivers using the Driver's Seat app can be valuable to local governments for transportation planning. Profits from the data return to drivers as dividends and drivers also share in the governance of the cooperative.	Driver's Seat Cooperative	Worker-owned cooperative	2018 - ongoing	Cooperative enterprises	Bay Area	<a href="https://www.driversseat.co/">https://www.driversseat.co/</a>		TRUE	FALSE	FALSE	FALSE
<b>Google to extend benefits to contract workers</b>	Expansion of contingent & nonstandard work arrangements	Business & economic development	Google announced in early 2019 that it would require its contractors to provide workers with paid sick days, paid parental leave, comprehensive health care, and tuition reimbursement, as well as a minimum \$15/hr wage. Contract workers make up 54 percent of Google's workforce	Google	Private sector initiative	4/1/2019; Will give suppliers until 2022 to institute benefits	Contract workers	National	<a href="https://thehill.com/policy/technology/436939-google-will-require-healthcare-parental-leave-for-extended-workforce">https://thehill.com/policy/technology/436939-google-will-require-healthcare-parental-leave-for-extended-workforce</a>	<a href="https://www.vox.com/2019/4/4/18293900/google-contractors-benefits-policy">https://www.vox.com/2019/4/4/18293900/google-contractors-benefits-policy</a>	FALSE	FALSE	FALSE	TRUE
<b>Amazon "minimum wage"</b>	Expansion of contingent & nonstandard work arrangements	Business & economic development	Amazon announced in late 2018 that it would pay \$15 to all of its workers. However, the wage increase did not apply to subcontracted workers hired to work in Amazon's operations.	Amazon	Private sector initiative	2018	Warehouse workers	Nationwide	<a href="https://www.npr.org/2018/10/02/653597466/amazon-sets-15-minimum-wage-for-u-s-employees-including-temps">https://www.npr.org/2018/10/02/653597466/amazon-sets-15-minimum-wage-for-u-s-employees-including-temps</a>	<a href="https://www.usgovernor.com/technology/2019/aug/06/amazon-workers-minimum-wage-injuries-working-conditions">https://www.usgovernor.com/technology/2019/aug/06/amazon-workers-minimum-wage-injuries-working-conditions</a>	FALSE	FALSE	FALSE	TRUE
<b>CalSavers (formerly Secure Choice)</b>	Expansion of contingent & nonstandard work arrangements	Social protection & assistance	A portable benefits scheme for retirement plans - serves employees at companies without a retirement plan. The program facilitates employee contributions to IRAs. Eventually, employers without a retirement plan offering will be either obligated to participate in CalSavers (taking on administrative costs) or provide a private retirement plan. The IRA will have oversight from a public board of directors	CA State Treasurer's Office	Portable benefits scheme	Launched for early adopters in Nov 2018. Open to all eligible employers starting July 1, 2019. Deadlines to sign up are Jun 2020 for companies w 100+ employees, Jun 2022 for companies w 5-49 employees	Multiple	California	<a href="https://www.treasurer.ca.gov/scib/">https://www.treasurer.ca.gov/scib/</a>	<a href="https://www.sacbee.com/news/politics-government/capitol-alert/article232148142.html">https://www.sacbee.com/news/politics-government/capitol-alert/article232148142.html</a>	FALSE	FALSE	TRUE	FALSE
<b>San Francisco's Health Care Security Ordinance/SF City Option</b>	Expansion of contingent & nonstandard work arrangements	Social protection & assistance	The HCSO "Mandates that all businesses with at least 20 employees offer health insurance to employees working at least 8 hours per week or contribute to City Option, a multi-employer city contribution pool for city-sponsored health care programs. Although not required, employers can choose to contribute to City Option for independent contractors. The ordinance as part of a targeted health care system is a model for how city or state governments can create portable benefits for part-time or temporary workers" (from ABAG May 2019 Future of Jobs report).	City of San Francisco	Public policy	ongoing	Multiple	San Francisco	<a href="https://sf.gov/olse/health-care-security-ordinance-hcso">https://sf.gov/olse/health-care-security-ordinance-hcso</a>	<a href="http://sfcityoption.org/">http://sfcityoption.org/</a>	FALSE	FALSE	TRUE	FALSE
<b>Alia</b>	Expansion of contingent & nonstandard work arrangements	Social protection & assistance	Alia, created by NDWA, is an online platform to help house cleaners get benefits. Clients (people who pay someone to clean their home) make contributions to an Alia account, usually at \$5 per cleaning. Cleaners use the contributions from all of their clients to purchase benefits including PTO, disability insurance, accident insurance, life insurance.	NDWA	Portable benefits scheme	Currently live and in beta	domestic workers	National	<a href="https://www.ndwalabs.org/alia">https://www.ndwalabs.org/alia</a>		FALSE	FALSE	TRUE	FALSE
<b>Even</b>	Expansion of contingent & nonstandard work arrangements	Social protection & assistance	A "personal financial wellness" app that "helps low-wage workers break the paycheck to paycheck cycle" by linking to their bank accounts and giving them notices of how much they can spend, save, what bills they have coming up, when their paycheck is expected, also allows them to borrow from their employers by getting paid immediately	Even (private company)	Private sector initiative	2014-ongoing	low-wage workers	App developers based in Oakland	<a href="https://even.com/">https://even.com/</a>		FALSE	FALSE	FALSE	TRUE
<b>Facebook responsible contracting standard</b>	Expansion of contingent & nonstandard work arrangements	Worker voice / organizing /agency	In May 2019, Facebook committed to raise standards globally for vendors providing services to the company, including low-wage service workers as well as content reviewers, both subcontracted and direct hire. It includes a minimum wage boost to \$20 / hour (from \$15) in the Bay Area, requirements to provide comprehensive healthcare, family and sick leave, and wellness care for the 30,000 or so content reviewers experiencing trauma and issues related to the experience of reviewing often violent and traumatizing content.	Facebook	Private sector initiative	2019	Building services (janitorial, security) Food service Private transportation Information & communications technology	Bay Area	<a href="https://www.wpusa.org/updates/2019/facebook-contractor-standards/">https://www.wpusa.org/updates/2019/facebook-contractor-standards/</a>	<a href="https://www.mercurynews.com/2019/05/13/facebook-boosting-wages-for-bay-area-contractors-content-reviewers/">https://www.mercurynews.com/2019/05/13/facebook-boosting-wages-for-bay-area-contractors-content-reviewers/</a>	TRUE	FALSE	FALSE	FALSE
<b>Human Impact Partners</b>	Expansion of contingent & nonstandard work arrangements	Worker voice / organizing /agency	Partners with community & worker-led organizations to perform health equity analyses (aka Health Impact Analysis, or HIA) of workplace practices including conditions for ride-hailing workers, impact of unstable work schedules, effects of paid family leave, wage theft, others.	Human Impact Partners	Academia/research	Ongoing	rideshare drivers	National	<a href="https://humanimpact.org/hiprojects/driving-away-health/">https://humanimpact.org/hiprojects/driving-away-health/</a>	<a href="https://humanimpact.org/hiprojects/health-hours-fair-workweek-advocacy/?strategy=research">https://humanimpact.org/hiprojects/health-hours-fair-workweek-advocacy/?strategy=research</a>	TRUE	FALSE	FALSE	FALSE
<b>Gig Workers Rising</b>	Expansion of contingent & nonstandard work arrangements	Worker voice / organizing /agency	Gig Workers Rising is a campaign that partners with app-based workers to inform them and support them in their demands that include a living wage, transparency, benefits, and a voice at work	Gig Workers Rising & Working Partnerships USA	Community organizing	Launched in 2018 - ongoing	Contingent/gig workers; App platform workers	Nationwide (digitally); In-person presence in Bay Area	<a href="https://www.gigworkersrising.org/">https://www.gigworkersrising.org/</a>		TRUE	FALSE	FALSE	FALSE
<b>Kaiser Permanente outsourcing gardeners</b>	Expansion of contingent & nonstandard work arrangements	Worker voice / organizing /agency	Kaiser announced plans to outsource 63 gardener jobs. Facing worker protests, Kaiser backed off and kept the jobs in house.	SEIU UHW	Worker/community organizing	Spring 2019	service sector	Northern California	<a href="http://www.seiu-uhw.org/archives/26822">http://www.seiu-uhw.org/archives/26822</a>	<a href="https://www.sfgate.com/news/bayarea/article/Kaiser-Will-Not-Outsource-Its-Gardeners-After-All-13827590.php">https://www.sfgate.com/news/bayarea/article/Kaiser-Will-Not-Outsource-Its-Gardeners-After-All-13827590.php</a>	TRUE	FALSE	FALSE	FALSE
<b>AB 1250</b>	Expansion of contingent & nonstandard work arrangements	Worker voice / organizing /agency	A bill that would have required counties to have the same standards for outsourcing as different state entities, including demonstrated cost saving and not displacing county workers. Passed out of Assembly but not out of Senate.	SEIU California	Public policy	2017	public sector	statewide	<a href="http://www.seiu521.org/2017/08/ab1250/">http://www.seiu521.org/2017/08/ab1250/</a>		TRUE	FALSE	FALSE	FALSE

Initiative	Aspect(s) of CNoW Addressed	Lens	Description	Initiative Leader	Type	Timeframe	Industry or Occupation	Geography	Link 1	Link 2 (if applicable)	ReWork the Bay Indicators			
											Quality, empowered jobs for all?	Equitable access to those jobs?	Affordable supports to succeed in work?	Other impact on jobs outside of ReWork indicators?
<b>Silicon Valley Rising</b>	Expansion of contingent & nonstandard work arrangements	Worker voice / organizing /agency	The tech industry relies on an army of subcontracted janitors, cafeteria workers, security officers, bus drivers, and other service workers. These workers, who are mostly black and Latino, work on the same campuses as direct tech employees, but on average are paid just one-sixth as much. Through community organizing, public pressure, and worker organizing, Silicon Valley Rising is calling on tech companies to raise wages and ensure these workers have a voice on the job.	Working Partnerships USA	Community organizing	Ongoing	Building services (janitorial, security), Foodservice Private transportation Tech sector / ICT	Santa Clara & San Mateo counties	<a href="https://www.siliconvalleyrising.org/">https://www.siliconvalleyrising.org/</a>		TRUE	FALSE	FALSE	FALSE
<b>San Jose Opportunity to Work Ordinance</b>	Expansion of contingent & nonstandard work arrangements	Worker voice / organizing /agency	The ordinance requires employers to offer additional hours to existing, qualified part-time employees before hiring more employees, including subcontractors or temporary staffing services. The ordinance applies to hourly employees at businesses with 36 or more employees worldwide.	City of San Jose	Public policy	2017-ongoing	private sector hourly workers, retail, hospitality	San Jose	<a href="https://www.epi.org/publication/fair-workweek-laws-help-more-than-1-8-million-workers/">https://www.epi.org/publication/fair-workweek-laws-help-more-than-1-8-million-workers/</a>	<a href="http://www.opportunitytowork.org/">http://www.opportunitytowork.org/</a>	TRUE	TRUE	FALSE	FALSE
<b>Fair Workweek Ordinance</b>	Expansion of contingent & nonstandard work arrangements	Worker voice / organizing /agency	Requires employers to provide employees with an estimate of average weekly work hours prior to start of employment, two weeks' notice of schedules, and compensation when the employer makes changes to the posted schedule, and it allows employees to decline last-minute shift additions. Employers must also offer additional hours to existing employees before hiring new staff. The law guarantees employees 11 hours' rest period between shifts and a protected right to request scheduling accommodations. This ordinance applies to retail firms with 56 or more employees globally and to fast-food firms that employ 56 or more people globally and 20 or more people in Emeryville	City of Emeryville	Public policy	Went into effect Jul 2017	retail, restaurants	Emeryville	<a href="https://www.epi.org/publication/fair-workweek-laws-help-more-than-1-8-million-workers/">https://www.epi.org/publication/fair-workweek-laws-help-more-than-1-8-million-workers/</a>		TRUE	FALSE	FALSE	FALSE
<b>AB 51 (Gonzalez): Ban on Forced Arbitration</b>	Expansion of contingent & nonstandard work arrangements	Worker voice / organizing /agency	California's AB 51, a bill introduced by Assemblymember Lorena Gonzalez, prohibits employers from forcing employees to sign a mandatory arbitration agreement as a condition of employment. Mandatory arbitration agreements often prevent workers who are victims of sexual harassment, wage theft, or other serious workplace violations from taking their claims to court. AB 51 was signed into law in October 2019 to take effect Jan. 1, 2020. However, the U.S Chamber of Commerce has sued to overturn AB 51, and on Dec. 31, 2019 a federal judge issued a temporary restraining order preventing the law from taking effect until the initial motion is heard. A similar federal law, the FAIR Act, passed the House of Representatives in fall 2019, but is unlikely to move in the Senate.	Assemblywoman Lorena Gonzalez	Public Policy	2019 - ongoing	New hires in all industries	California			FALSE	FALSE	FALSE	FALSE
<b>AB5: Worker Status</b>	Expansion of contingent & nonstandard work arrangements	Worker voice / organizing /agency	"AB5 expands a groundbreaking California Supreme Court decision last year known as Dynamex. The ruling and the bill instruct businesses to use the so-called "ABC test" to figure out whether a worker is an employee."	State of California	Public policy	2018-ongoing	Ride-hailing drivers, delivery drivers, and other misclassified employees	California	<a href="https://www.vox.com/2019/10/10/20944443/california-is-cracking-down-on-the-gig-economy">Vox, 'California is Cracking Down on the Gig Economy'</a>		TRUE	FALSE	FALSE	FALSE
<b>Formula Retail Employee Rights Ordinances</b>	Expansion of contingent & nonstandard work arrangements	Worker voice / organizing /agency	"The Formula Retail Employee Rights Ordinances (FRERO) regulate hours, retention, and scheduling, and treatment of part-time employees at some Formula Retail Establishments. The laws apply to Formula Retail Establishments with at least 40 stores worldwide and 20 or more employees in San Francisco, as well as their janitorial and security contractors.	City of San Francisco	Public policy	2015-ongoing	Retail (large chains)	San Francisco	<a href="https://www.sfgov.org/~/media/Files/Community%20Development/Community%20Development%20-%20Public%20Affairs/20150930-story.html">SFgov.org, "Formula Retail Employee Rights Ordinance"</a>		TRUE	FALSE	FALSE	FALSE
<b>Formula Retail Employee Rights Ordinances - Emeryville</b>	Expansion of contingent & nonstandard work arrangements	Worker voice / organizing /agency	Requires employers to provide employees with an estimate of average weekly work hours prior to start of employment, two weeks' notice of schedules, and compensation when the employer makes changes to the posted schedule, and it allows employees to decline last-minute shift additions. Employers must also offer additional hours to existing employees before hiring new staff. The law guarantees employees 11 hours' rest period between shifts and a protected right to request scheduling accommodations. This ordinance applies to retail firms with 56 or more employees globally and to fast-food firms that employ 56 or more people globally and 20 or more people in Emeryville.	City of Emeryville	Public policy	2017-ongoing	Retail, restaurant (large chains)	Emeryville	<a href="https://www.emeryville.ca.us/~/media/Files/Community%20Development/Community%20Development%20-%20Public%20Affairs/20170930-story.html">emeryville.ca.us, "Fair Workweek Ordinance"</a>		TRUE	FALSE	FALSE	FALSE
<b>Maintenance Cooperation Trust Fund</b>	Expansion of contingent & nonstandard work arrangements	Worker voice / organizing /agency	MCTF is a labor and employer joint project that partners with labor agencies to fight wage theft and other violations in the low wage, heavily subcontracted janitorial industry. A major component of AFSCME 3299 contract fight is stopping outsourcing and pushing for parity and insourcing. Over the years, 3299 has successfully fought to insource various contracted workers, including parking lot attendants, janitors who worked for IMPEC etc. These contracted workers faced great disparity, making \$10 less an hour, lacking healthcare, vacation and other benefits UC union workers have, even facing wage theft. Outsourcing also feeds racial & gender disparities	SEIU 1877 and union employers	Worker/community organizing	1999-ongoing	Building services	California	<a href="http://www.janitorialwatch.org/">http://www.janitorialwatch.org/</a>		TRUE	FALSE	FALSE	FALSE
<b>AFSCME 3299 Insourcing campaigns &amp; contract fight</b>	Expansion of contingent & nonstandard work arrangements	Worker voice / organizing /agency	A major component of AFSCME 3299 contract fight is stopping outsourcing and pushing for parity and insourcing. Over the years, 3299 has successfully fought to insource various contracted workers, including parking lot attendants, janitors who worked for IMPEC etc. These contracted workers faced great disparity, making \$10 less an hour, lacking healthcare, vacation and other benefits UC union workers have, even facing wage theft. Outsourcing also feeds racial & gender disparities	AFSCME 3299	Collective bargaining	Ongoing	public sector low wage workers	State	<a href="https://www.sfoxaminer.com/opinion/out-sourcing-is-the-new-front-in-the-war-on-workers/">https://www.sfoxaminer.com/opinion/out-sourcing-is-the-new-front-in-the-war-on-workers/</a>	<a href="https://www.lalimes.com/business/la-fi-uc-contractor-investigation-20150930-story.html">https://www.lalimes.com/business/la-fi-uc-contractor-investigation-20150930-story.html</a>	TRUE	FALSE	FALSE	FALSE
<b>Samaschool</b>	Expansion of contingent and nonstandard work arrangements	Social protection & assistance	Provides low-income adult populations with a 101-level course on working in the gig economy. Curriculum includes the basics of being a contract worker, how to find a job, customer service, brand development, time management, safety, taxes and other topics.	Samaschool (nonprofit)	Workforce training	2014-ongoing	Gig workers	Bay Area New York	<a href="https://www.samaschool.org/">https://www.samaschool.org/</a>		FALSE	FALSE	FALSE	TRUE
<b>Project Equity</b>	Growth & decline of industries	Alternative economic models	Project Equity raises awareness about employee ownership as an exit strategy for business owners, and as a way to increase an important approach for increasing employee engagement and wellbeing. It provides hands-on consulting and support to companies that want to transition to employee ownership, as well as to the new employee-owners to ensure that they, and their businesses, thrive after the transition. In the Bay Area, there are about 63,000 businesses owned by Baby Boomers, with over 600,000 employees. As owners approach retirement, As these business owners approach retirement, instead of shutting down their business, Project Equity seeks to provide them with a pathway to transition it to employee ownership. It provides consulting to companies that want to transition to employee ownership, as well as support to the new employee-owners. Through their advocacy and partnership with Berkeley's Office of Economic and Workforce Development, the city of Berkeley created a pilot program to support worker cooperative development.	Founders from social enterprise and co-op mvmt	Technical assistance provider	Ongoing	Small family-owned businesses	Bay Area	<a href="https://www.project-equity.org/">https://www.project-equity.org/</a>		TRUE	FALSE	FALSE	FALSE
<b>Arizmendi Association of Cooperatives</b>	Growth & decline of industries	Alternative economic models	Arizmendi develops businesses that are cooperatively owned and democratically run by their workers. Currently the Arizmendi Association includes six cooperative bakeries, a landscape design/build cooperative, a construction cooperative and a development and support collective.	Arizmendi Association of Cooperatives	Worker-owned cooperative	1996 - ongoing	Restaurant, Construction	Bay Area	<a href="https://arizmendi.coop/">https://arizmendi.coop/</a>		TRUE	FALSE	FALSE	FALSE
<b>B Local Bay Area</b>	Growth & decline of industries	Business & economic development	B Local Bay Area is a voluntary collaborative that facilitates networking and coordination among area B Corporations, a designation for corporations that are legally required to consider the impact of their operations on their workers, customers, suppliers, community, and the environment.	B Local Bay Area	Private sector initiative	? - ongoing	Wide range of industries, form financial and legal services to consumer goods	Bay Area	<a href="https://www.blocalbayarea.com/">https://www.blocalbayarea.com/</a>		FALSE	FALSE	FALSE	TRUE

Initiative	Aspect(s) of CNoW Addressed	Lens	Description	Initiative Leader	Type	Timeframe	Industry or Occupation	Geography	Link 1	Link 2 (if applicable)	ReWork the Bay Indicators			
											Quality, empowered jobs for all?	Equitable access to those jobs?	Affordable supports to succeed in work?	Other impact on jobs outside of ReWork indicators?
<b>Social Entrepreneurs for Economic Development (SEED)</b>	Growth & decline of industries	Business & economic development	The proposed Social Entrepreneurs for Economic Development (SEED) Initiative, introduced in Jan. 2020 as part of Gov. Newsom's proposed California state budget, would invest \$10 million in microgrants and entrepreneurial training for people with limited English proficiency and people who are undocumented, or have TPS or DACA status. If it is approved in the state budget process, SEED would be run through partnerships between the California Workforce Development Board, the UCLA Labor Center, and community-based organizations.	California Workforce Development Board	Support for entrepreneurship	2020	Immigrant workers	California	<a href="https://esd.dof.ca.gov/Documents/bcp/2021/FY2021_ORG7120_BCP3782.pdf">https://esd.dof.ca.gov/Documents/bcp/2021/FY2021_ORG7120_BCP3782.pdf</a>		FALSE	TRUE	TRUE	FALSE
<b>SF Made</b>	Growth & decline of industries	Business & economic development	Provides business development support for manufacturers to start and grow in San Francisco, and promotes "buy local" start and grow in San Francisco, and promotes "buy local" initiatives to support San Francisco-made consumer products like food, apparel, bath and body, pet supplies and others.		Support for entrepreneurship		Manufacturing (primarily non-durable)	San Francisco			FALSE	TRUE	TRUE	FALSE
<b>NextFlex</b>	Growth & decline of industries	Business & economic development	NextFlex is a consortium of companies, academic institutions, non-profits and state, local and federal governments focused on expanding manufacturing of Flexible Hybrid Electronics (FHE). It was formed in 2015 through a cooperative agreement between the US Department of Defense (DoD) and FlexTech Alliance.			2015 - ongoing					FALSE	FALSE	FALSE	FALSE
<b>Silicon Valley Competitiveness and Innovation Project</b>	Growth & decline of industries	Business & economic development	A program designed to "pursue a data-driven public policy agenda aimed at enhancing the region's traditional advantages in tech/innovation & ensure that SV residents have access to the job opportunities linked to growth in innovation industries."	Silicon Valley Leadership Group; Silicon Valley Community Foundation	Strategic policy planning council	2015-ongoing	Information and Communications Technology (ICT)	Santa Clara, San Mateo & San Francisco counties	<a href="https://www.svcp.com/">https://www.svcp.com/</a>		FALSE	TRUE	FALSE	FALSE
<b>The Hood Incubator</b>	Growth & decline of industries	Business & economic development	Supports black & brown communities to grow in the legal cannabis industry. Funded by The Workers Lab, THI has three core areas of work – community organizing, policy advocacy, and economic development – to create "a healthy and sustainable ecosystem of industry access, resources, and support that benefits, rather than harms, Black and Brown communities."	Co-founders Lanese Martin, Ebele Ifedigbo	Support for entrepreneurship	2017 - ongoing	Cannabis	Oakland	<a href="https://www.hoodincubator.org/about-us">https://www.hoodincubator.org/about-us</a>	<a href="http://theworkerslab.com/pdf/whl-innovation-fund-grantees.pdf">http://theworkerslab.com/pdf/whl-innovation-fund-grantees.pdf</a> (pg3)	TRUE	TRUE	FALSE	FALSE
<b>Center for Applied Competitive Technologies - Bay Area</b>	Growth & decline of industries	Business & economic development	The Centers for Applied Competitive Technologies (CACT) is an advanced manufacturing initiative out of the California Community College Chancellor's Office. The CACT helps California manufacturers compete successfully in changing markets and the global economy. Through technology education, manufacturing training and services that contribute to continuous workforce development, the CACT provides expertise in technology deployment and business development. Services include onsite training, low-or-no cost technical assistance and educational workshops, as well as information on how to qualify for state funds to assist with retraining employees and upgrading equipment. "	Peralta College (serves the Bay Area); Bay Area Community College Consortium	Workforce training	? - ongoing	Manufacturing	Bay Area	<a href="http://makingitincalifornia.com/centers_bay_area.php">http://makingitincalifornia.com/centers_bay_area.php</a>		FALSE	TRUE	FALSE	FALSE
<b>Infusing Entrepreneurship in Makerspaces</b>	Growth & decline of industries	Business & economic development	A collaborative regional initiative by the Bay Area Community College Consortium. Aims to develop curriculum for makerspaces at community colleges. The program creates business development learning opportunities that involve using makerspaces to practice product development and prototyping.	Bay Area California Community Colleges Consortium (BACCC) / College of Marin	Workforce training	? - ongoing	Manufacturing	Marin County, Bay Area	<a href="http://www.bayarea.org/infusing-entrepreneurship-in-makerspaces">Bay Area Community College Consortium, "Infusing Entrepreneurship in Makerspaces"</a>		FALSE	TRUE	FALSE	FALSE
<b>Cannabis Equity Program, San Jose</b>	Growth & decline of industries	Business & economic development	In March 2019, City Council voted to create a Cannabis Equity Program. Per the Mercury News, "Under the new program, the city could help low-income residents and people of color who might have marijuana convictions with everything from licenses and job training to technical assistance. To participate, an applicant must come from a low-income family, and either have lived or attended public school in a low-income neighborhood of San Jose, have been arrested or convicted of a cannabis-related crime, or have a parent, guardian, child or sibling convicted of such a crime."	San Jose Cannabis Equity Working Group	Public policy	not yet started	cannabis retail	San Jose	<a href="https://www.mercurynews.com/2019/03/27/san-jose-residents-with-pol-convictions-should-have-equal-access-to-cannabis-opportunities/">https://www.mercurynews.com/2019/03/27/san-jose-residents-with-pol-convictions-should-have-equal-access-to-cannabis-opportunities/</a>	<a href="https://sanjosespotlight.com/will-jay-z-help-bring-cannabis-equity-to-san-jose-or-is-caliva-just-blowing-smoke/">https://sanjosespotlight.com/will-jay-z-help-bring-cannabis-equity-to-san-jose-or-is-caliva-just-blowing-smoke/</a>	FALSE	TRUE	FALSE	FALSE
<b>The Workers Fund at SFO</b>	Growth & decline of industries	Social protection & assistance	The Fund would provide 40,000 non-city workers at the airport access to a cash benefit to manage financial emergencies.	SF Office of Financial Empowerment (housed in the Office of the Treasurer & Tax Collector)	Emergency relief fund	Started late 2018	Transportation; Hospitality	San Francisco	<a href="https://sf-treasurer.org/article/press-release-office-financial-empowerment-awarded-15000-workers-lab-innovation-fund-design">https://sf-treasurer.org/article/press-release-office-financial-empowerment-awarded-15000-workers-lab-innovation-fund-design</a>		FALSE	FALSE	TRUE	FALSE
<b>Center for the Study of Child Care Employment</b>	Growth & decline of industries	Social protection & assistance	CSCCE conducts research and policy analysis about the characteristics of those who care for and educate young children and examines policy solutions aimed at improving how our nation prepares, supports, and rewards these early educators.	UC Berkeley - Institute for Research on Labor & Employment	Academia/research	Ongoing. Founded 1999	Child care, education	California	<a href="https://cscce.berkeley.edu/">https://cscce.berkeley.edu/</a>		TRUE	FALSE	TRUE	FALSE
<b>California Domestic Workers Coalition</b>	Growth & decline of industries	Worker voice / organizing /agency	A statewide movement for the rights and dignity of immigrant women workers; building through legislative advocacy, grassroots organizing, and leadership development. A recent victory was winning state funding for a rights education and enforcement program, in June 2019.	California Domestic Workers Coalition	Worker/community organizing	2000-present	Domestic workers	Statewide	<a href="https://www.cadomesticworkers.org/news/domestic-workers-win-landmark-program-to-strengthen-labor-rights-compliance-in-california/">https://www.cadomesticworkers.org/news/domestic-workers-win-landmark-program-to-strengthen-labor-rights-compliance-in-california/</a>		TRUE	FALSE	FALSE	FALSE
<b>East Bay Inclusive Economy Fund</b>	Growth & decline of industries	Worker voice / organizing /agency	Housed at the East Bay Community Foundation (EBCF), the Inclusive Economy Fund seeks to scale efforts led by local communities of color and the organizations that amplify their voice to develop community-grounded solutions to the crisis of economic inequality. By pooling philanthropic resources to build grassroots community leadership and power, the Fund hopes to create and expand equitable opportunities for good jobs in the region.	East Bay Community Foundation	Funder	? - ongoing	Multiple	East Bay	<a href="https://www.ebcf.org/inclusive-economy/">https://www.ebcf.org/inclusive-economy/</a>		TRUE	TRUE	TRUE	FALSE
<b>Support at Home SF</b>	Growth & decline of industries	Worker voice / organizing /agency	Support at Home is a SF program won by groups of domestic workers, seniors, and ppl w/ disabilities to provide financial support to people who need care but make too much to qualify for MediCal In-Home Supportive Services (IHSS).	SF Care Council - SDA, MUA, HIH, La Colectiva de Mujeres	Public policy	2016-ongoing	Domestic work, healthcare	San Francisco	<a href="http://cfllc.org/PDF">http://cfllc.org/PDF</a>	<a href="https://domesticemployers.org/our-work/affordability/">https://domesticemployers.org/our-work/affordability/</a>	TRUE	FALSE	FALSE	FALSE
<b>CA Long Term Support and Services Advocacy</b>	Growth & decline of industries	Worker voice / organizing /agency	Groups are looking to win similar support to Support at Home SF, California-wide. Gov Newsom has asked for a Master Plan on Aging and there is an opportunity to advocate for LTSS	Hand in Hand + National Domestic Workers Alliance	Public Policy	2017 - ongoing	Domestic work, healthcare	California	<a href="https://domesticemployers.org/our-work/affordability/">https://domesticemployers.org/our-work/affordability/</a>	<a href="https://www.facebook.com/event/s/502263290524296/">https://www.facebook.com/event/s/502263290524296/</a>	TRUE	FALSE	FALSE	TRUE
<b>Tech Workers Coalition (TWC)</b>	Growth & decline of industries	Worker voice / organizing /agency	A coalition of workers in and around the tech industry, plus labor organizers, community organizers, and friends. Guided by our vision for an inclusive & equitable tech industry, TWC organizes to build worker power through rank & file self-organization and education. TWC is a membership-based, democratically structured, all-volunteer, and worker-led organization.	Tech Workers Coalition	Worker/community organizing	2014-ongoing	Information & communications technology, subcontracted service industries: janitorial, security, foodservice, private transportation	Bay Area; Developing chapters in Seattle & other regions	<a href="https://techworkerscoalition.org/">https://techworkerscoalition.org/</a>		TRUE	FALSE	FALSE	FALSE

Initiative	Aspect(s) of CNoW Addressed	Lens	Description	Initiative Leader	Type	Timeframe	Industry or Occupation	Geography	Link 1	Link 2 (if applicable)	ReWork the Bay Indicators			
											Quality, empowered jobs for all?	Equitable access to those jobs?	Affordable supports to succeed in work?	Other impact on jobs outside of ReWork indicators?
UFCW Cannabis Division	Growth & decline of industries	Worker voice / organizing /agency	Cannabis worker organizing, training programs, and health & safety standards. Supporting good employers that provide good jobs through strong licensing rules and smart zoning. Building a robust training program through state-certified apprenticeship programs to develop career pathways for workers in the industry + Worker first rules that protect safety and security of cannabis worker, while ensuring accountability in the sale of a controlled substance	UFCW Local 5	Collective bargaining	Ongoing. Started 2010.	cannabis	HQ in Hayward; Offices in Eureka, Martinez, Novato, Salinas, San Francisco, San Jose and South San Francisco.	<a href="http://ufcw5.org/cannabis">ufcw5.org/cannabis</a>		TRUE	FALSE	FALSE	FALSE
Design It-Build It-Ship It (DBS)	Growth & decline of industries	Workforce development	"DBS aims to build a stronger and more responsive training system that will aid students and unemployed adults to train for jobs that regional employers find difficult to fill. When these systems successfully align, students and incumbent workers can earn credentials that allow them to enter the workforce in one of the three priority sectors that are drivers of the East Bay economy: Advanced Manufacturing, Biosciences and Transportation & Logistics."	Contra Costa Community College District	Workforce training	2013-2016	Manufacturing, Biosciences, Transportation & Logistics	East Bay	<a href="#">DBS "Final Evaluation Report" by Impac Partners</a>		FALSE	TRUE	FALSE	FALSE
Healthcare Academy SF	Growth & decline of industries	workforce development	The HealthCare Academy, led by the San Francisco Office of Economic & Workforce Development, vets and provides oversight of workforce training programs related to the healthcare sector. It coordinates between employers and training providers. Workers are trained for roles such as certified nursing assistants, home health aides, medical administrative assistants, medical unit coordinators, patient access representatives, and medical assistants.	SF Office of Economic & Workforce Development	Workforce training	2010 - ongoing	healthcare	San Francisco	<a href="https://oewd.org/healthcare-academy">https://oewd.org/healthcare-academy</a>		FALSE	TRUE	FALSE	FALSE
Futuro Health	Growth & decline of industries	Workforce development	Kaiser Permanente and Service Employees International Union-United Healthcare Workers West (SEIU-UHW) jointly established Futuro Health as part of a collective bargaining agreement reached in October 2019. Future Health is described as "a new \$130 million nonprofit organization dedicated to growing the largest network of certified health care workers starting in California and scaling throughout the nation." Focused on training, upskilling, and career progressions for the allied health workforce, Futuro Health "aims to graduate 10,000 new licensed, credentialed allied health care workers in California over the next four years."	Kaiser Permanente, SEIU-UHWW	Workforce training	Founded 2019	Allied health	California	<a href="#">Futuro Health</a>		TRUE	TRUE	FALSE	FALSE
Amazon warehouse worker management	Introduction of new technologies in the workplace (other than automation)	Business & economic development	Amazon tracks individual warehouse workers productivity and an automated system can generate warnings and termination. Workers report an inhuman pace of work and avoiding bathroom breaks. Possibly 10% of its workforce is fired for what Amazon considers productivity reasons alone in a year. Amazon has also patented an ultrasonic bracelet that can monitor worker movements	Amazon	Private sector initiative		Logistics, retail	International	<a href="https://www.theverge.com/2019/4/25/18516004/amazon-warehouse-fulfillment-centers-productivity-firing-terminations">https://www.theverge.com/2019/4/25/18516004/amazon-warehouse-fulfillment-centers-productivity-firing-terminations</a>		FALSE	FALSE	FALSE	TRUE
XR Marin	Introduction of new technologies in the workplace (other than automation)	Business & economic development	A regional training center run by the Marin County Office of Education, geared at introducing students and professionals to virtual reality / augmented reality ("XR") and its applications in different industries. Offers classes and workshops, such as classes for youth & adults interested in careers involving XR, workshops for entrepreneurs on how to create an XR company, and workshops for professionals in industries like real estate to learn how to use XR in their business.	Marin County Office of Education	Workforce training	2018-ongoing	Information and communications technology (ICT), other industries	Marin County	<a href="https://www.xrmarin.net/about">https://www.xrmarin.net/about</a>		FALSE	FALSE	FALSE	TRUE
Stanford Cyber Policy Center @ Freeman Spogli Institute	Introduction of new technologies in the workplace (other than automation)	Business & economic development	Funded by Hewlett Foundation, an initiative that brings together engineering + social science & policy experts to focus "on the right policies and policy frameworks to address the new technological era we live in today." 3 areas of focus of the initiative are "cybersecurity, governance and the future of work." Also has a project, "Cyber Work: The Future of Networked Labor" - which aims to "envision the future of digital work, and to inform and create the technological platforms that enable it."	Stanford University - Freeman Spogli Institute for International Studies	Academia/research	2015-ongoing	multiple	Silicon Valley, Washington DC	<a href="https://news.stanford.edu/2017/09/26/cyber-initiative-tackles-presing-issues/">https://news.stanford.edu/2017/09/26/cyber-initiative-tackles-presing-issues/</a>	<a href="https://cyber.fsi.stanford.edu/content/cyber-project-cyber-work-future-networked-labor">https://cyber.fsi.stanford.edu/content/cyber-project-cyber-work-future-networked-labor</a>	FALSE	FALSE	FALSE	TRUE
Turkopticon	Introduction of new technologies in the workplace (other than automation)	Worker voice / organizing /agency	Amazon's Mechanical Turk (MTurk) workers can review employers, giving them more agency and transparency. MTurk is a service through which Amazon recruits workers who can be hired to do various types of online "microtasks", typically for pennies per task. As described by Wikipedia, MTurk "uses remote human labour hidden behind a computer interface to help employers perform tasks that are not possible using a true machine."	UC Irvine graduate students	Digital organizing	2008-ongoing	Multiple	International	<a href="https://turkopticon.ucsd.edu/">https://turkopticon.ucsd.edu/</a>		TRUE	FALSE	FALSE	FALSE
WorkIt	Introduction of new technologies in the workplace (other than automation)	Worker voice / organizing /agency	WorkIt is an app to help people working in hourly jobs get answers to questions about workplace policies and rights from trusted and trained peer advisors. WorkIt also connects you to coworkers who share your experiences and can provide support + care.	United for Respect	Digital organizing	2016-ongoing	Retail, Other industries	National, including pilots in Bay Area	<a href="https://www.workitapp.org/">https://www.workitapp.org/</a>	<a href="https://www.huffpost.com/entry/labor-organizers-apps-audiences_n_5b47a609e4b022fdcc577a47?ncid=engmodushpmg0000003">https://www.huffpost.com/entry/labor-organizers-apps-audiences_n_5b47a609e4b022fdcc577a47?ncid=engmodushpmg0000003</a>	TRUE	FALSE	FALSE	FALSE
California Consumer Privacy Act	Introduction of new technologies in the workplace (other than automation)	Worker voice / organizing /agency	The California Consumer Privacy Act of 2018 gave consumers and workers rights around privacy. However this legislative session, AB 25 gave workers a carveout. Advocates became aware and intervened at the last moment, making the bill sunset after 1 yr, and planning to run a worker data rights bill in spring of 2020.	NELP	Public policy	Anticipated bill next year; CCPA in 2018, AB 25 in 2019	All	California			TRUE	FALSE	FALSE	FALSE