COMMUNITY BENEFITS AGREEMENT

1. PURPOSE   
     
   The purpose of this Community Benefits Agreement between Neighbors of Belknap Lookout (“NOBL”) and the development project [name] (“alias”) is to provide a coordinated effort to maximize the benefits of the development for the Belknap Lookout community. This community benefits agreement may include environmental benefits, employment opportunities, wages, and funding for community services to be selected from the list below.
2. COMMUNITY BENEFITS

A. ENVIRONMENTAL BENEFITS to promote a healthy and clean environment for the community

* + Net-Zero construction: Alias any greenhouse gas emissions from the project will be offset by re-absorbing emissions from the atmosphere.
  + LEED certification: Alias will pursue LEED certification level \_\_\_ for the project.
  + Energy Efficiency: Alias will ensuring ongoing energy efficiency through the installation of energy efficient:  
    - Light bulbs (LED)
    - Windows
    - Appliances
    - Insulation
    - Smart thermostat
    - Computer power management (sleep mode)

B. LOCAL HIRING AND JOB TRAINING to promote employment opportunities for the community

* + Alias will host an initial job fair for construction of the project.
  + Alias will host an initial job fair for operation of the project after completion.
  + Alias will host annual job fairs thereafter for operation of the project after completion.
  + Alias will provide initial job training defined as \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ to improve residents’ prospects in securing the available job opportunities.
  + Alias will provide job training defined as \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ annually thereafter to improve residents’ prospects in securing the available job opportunities.
  + Alias will commit to hiring \_\_ (# or %?) of employees who reside in the local area.
  + Replace “Have you been convicted of a felony?” with an affirmation of good character statement.

C. Unionization

* + Should employees seek to organize, Alias will execute a neutrality agreement with the union:
    - Alias agrees to not oppose the union’s efforts to organize the employer’s workers.
    - Alias agrees not to disparage the union.
    - Alias agrees not to suggest employees are better off without the union.
    - Alias agrees to remain silent during union organizing efforts.
    - Alias will provide the union with contact information of employees.
    - Alias will recognize the union if it procures enough authorization cards from workers instead of going through a secret ballot.

D. LIVING WAGE

* + Alias will employ \_\_ (# or %?) people at or above the MIT wage calculator full time living wage for a two working adult, two child household: $25.28 per hour [plus benefits] as of November 2022 (Update using <https://livingwage.mit.edu/metros/24340>)

E. COMMUNITY SERVICES

* + Alias will make a one-time commitment of $\_\_\_ in funding that will benefit residents of the community.
  + Alias will make an annual commitment of $\_\_\_ in funding that will benefit residents of the community.
  + Recipient of the above will be:
    - Neighbors of Belknap Lookout
    - Coit Creative Arts Academy PTO
    - Literacy Center of West Michigan
    - Catherine’s Health Center
    - North End Wellness Coalition
    - Coit Church’s The ROCK Ministry
    - St. Alphonsus Food and Clothing Center
    - NECM’s proposed Farm Stand
  + Alias will commit to a one-time corporate volunteer session in the Belknap Lookout neighborhood.
  + Alias will commit to \_\_ annual corporate volunteer sessions in the Belknap Lookout neighborhood.

1. AGREEMENT

Development project [name] (“alias”) affirms that it has selected the items indicated above on date.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name Signature   
Position: