

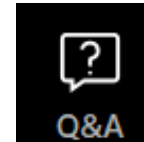
Labor Unions and Offshore Wind 101

September 16, 2025

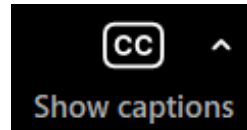
Webinar Logistics

All attendees are in “listen only” mode – your webcam and microphone are disabled. The Chat function is also disabled for attendees.

Submit questions and comments via the Q&A panel



Automated captions are available



Speakers' bios will be made available in the chat

This webinar is being recorded. We will email you a webinar recording within 48 hours. This webinar will be posted on CESA's website at www.cesa.org/webinars



Celebrating 20 Years of State Leadership

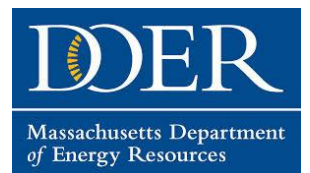


The Clean Energy States Alliance (CESA) is a national, nonprofit coalition of public agencies and organizations working together to advance clean energy.

CESA members—mostly state agencies—include many of the most innovative, successful, and influential public funders of clean energy initiatives in the country.

CleanEnergy States Alliance

www.cesa.org





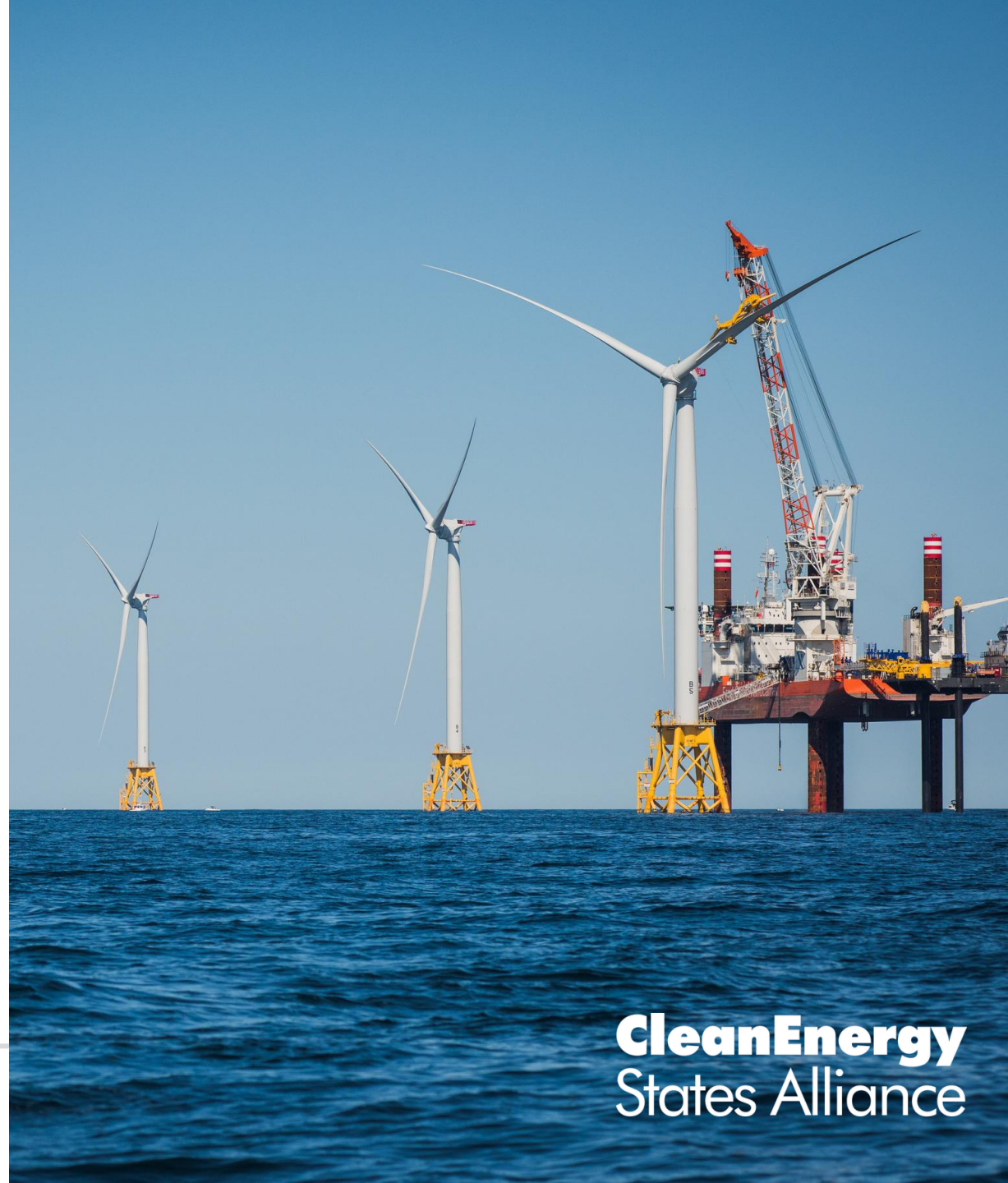
Offshore Wind Accelerator

Engaging states in information sharing and networking to advance regional cooperation

Promoting equitable offshore wind development by working with frontline community-based organizations

Communicating offshore wind developments to a wide range of stakeholders.

www.cesa.org/projects/offshore-wind-accelerator



CleanEnergy
States Alliance

Offshore Wind Power Hub

Interactive map tracks policies, projects and lease areas in the US.

Policymakers and offshore wind advocates have access to an exclusive forum and resource library, to enable collaboration and information sharing.



offshorewindpowerhub.org

**OFFSHORE
WIND**
POWER HUB

**CleanEnergy
States Alliance**

WEBINAR SPEAKERS

Labor Unions and Offshore Wind 101



Chanel Viator
Program Manager
*Maryland Dept. of
Labor*



Alexander Barham
Apprenticeship Director
*Ironworkers
Local 5*



Harry Antone
Labor Liaison
*Climate Jobs
Rhode Island*



Sam Schacht
Project Director
*CESA
(Moderator)*





Thank You

Sam Schacht

Project Director

Clean Energy States Alliance



Sam.schacht@cleanegroup.org



www.cesa.org





info@cleangroup.org



www.cesa.org



Upcoming Webinars

Front-of-Meter vs. Behind-the-Meter Batteries: An Economic Comparison for Massachusetts (Oct 8)

MassCEC's Vehicle-to-Everything Demonstration Program (Nov 12)

Read more and register at www.cesa.org/webinars

Maryland Works for Wind

Presentation for CESA Webinar: Labor Unions and Offshore Wind 101

September 16, 2025

Chanel Viator, Program Manager
Office of Strategic Initiatives
Maryland Department of Labor

MWW By The Numbers

- U.S. Department of Commerce, Economic Development Administration (EDA) received **509** applications for the Good Jobs Challenge and **32** were awarded
- **\$22,952,185** awarded to MD Labor
- Occupational training in **three** sectors of the offshore wind industry:
 - Skilled Trades
 - Transportation and Logistics
 - Manufacturing
- **21** subrecipients
- Place and/or upskill **3,800** individuals into good paying jobs
- Grant end date of **September 30, 2026** for subrecipients

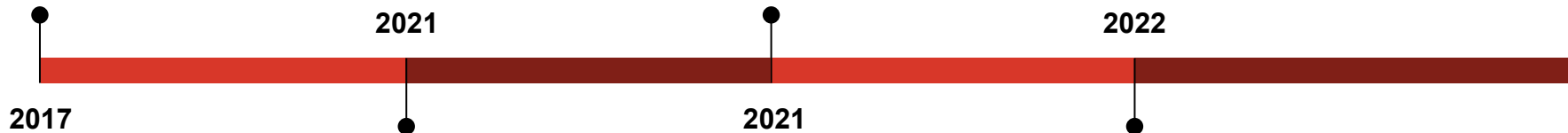
Maryland Offshore Wind Timeline

PSC awarded ORECS to two offshore wind projects

The Maryland Public Service Commission (PSC) awarded Offshore Wind Renewable Energy Certificates (ORECs) for MarWin I (US Wind) and Skipjack 1 (Ørsted) to construct 368 MW of energy capacity.

US Wind Announce Partnership to Transform Historic Sparrows Point Site

US Wind entered into agreements with the United Steelworkers, the Baltimore-D.C. Building Trades ("BDCBT"), and IBEW Locals 126 & 313 for the construction of their offshore wind projects in Maryland. Sparrows Point has a special historical relevance to the United Steelworkers and the greater Baltimore community, which thrived when Bethlehem Steel was still in operation.



PSC awarded ORECs to two more offshore wind projects

The PSC awarded ORECS for Momentum Wind (US Wind) and Skipjack 2 (Ørsted) to construct 1,654.5 MW of offshore wind energy capacity. The PSC estimated these new projects would create an additional **10,324** direct jobs.

MD Labor Awarded \$22.9M for Maryland Works for Wind

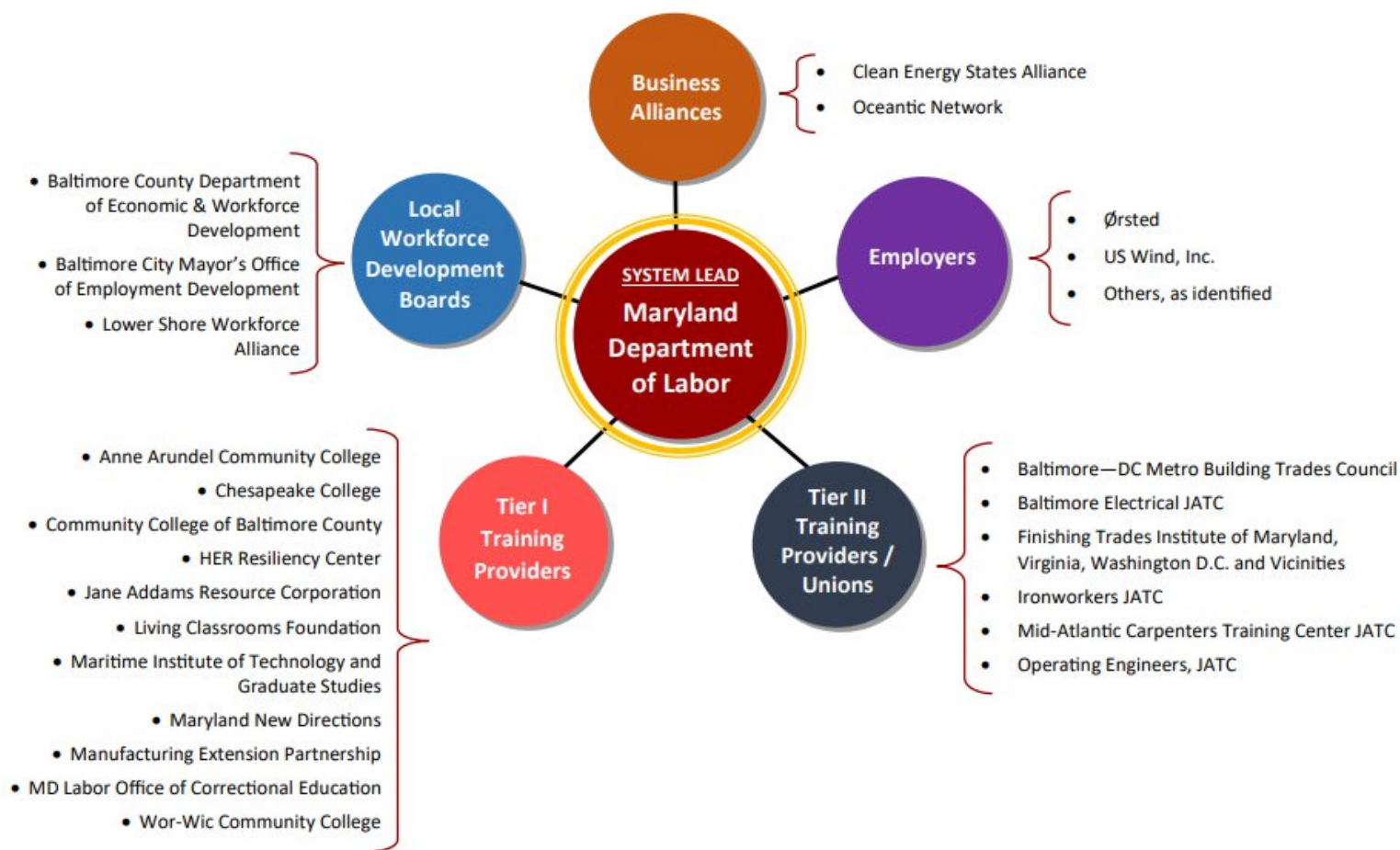
U.S. Department of Commerce's Economic Development Administration (EDA) invests \$22.9 million to support the offshore wind industry in Maryland through the Good Jobs Challenge. The program partners leading employers and seven local unions to build a training model that meets the needs of employers and local communities.

Maryland Apprenticeship Training Program

- Maryland was approved by USDOL as a **State Apprenticeship Agency (SAA)** in 1962
- Maryland Department of Labor performs all the requirements for Registered Apprenticeship (RA) programs on behalf of the USDOL's Office of Apprenticeship:
 - Vet, approve and register programs
 - Conduct compliance and quality reviews of programs
 - Issue Certificates of Completion for apprentice graduates
 - Cancel RA programs that are out of compliance
- Maryland Apprenticeship and Training Council (MATC) meets bimonthly to impose apprenticeship policies and ensure programs are in compliance

Sectoral Partnership

Maryland Works *for* Wind—Project Partners



Tier II Training Providers

- **Advanced skills training** through Registered Apprenticeship (RA) programs and serve as the primary talent pipeline for offshore wind (OSW) employers
- **Earn and learn model** to provide apprentices a wage from day one and quality jobs inclusive of medical, retirement, and leave benefits
- **\$7.8M** MWW funds for upgraded equipment, supplies, enhanced curriculum, highly-specialized training (GWO), etc.
- Each program has an **Affirmative Action Plan** that outlines their apprentice selection procedures, goals, and timetables for minority and female apprentices
- Leveraging Tier I partners to further **diversify RA** in Maryland and ensure all individuals have access to opportunity

Program Status

2,534

total number of
participants enrolled

- Maritime, Transportation, Distribution & Logistics
- 6G Pipe Welding
- Cable Splicing
- Construction Academy

2,321

total number of
participants who
completed training

- Wraparound services: transportation, barrier removal, case management, financial coaching.

2,060

total number of
participants placed
and/or upskilled into
good paying jobs

- Operating Engineer
- Electrician
- Ironworker
- Machinist
- Maintenance Technician

As of June 30, 2025

Questions?





Presented by
Alex Barham
CWI, BSO-GST
Apprenticeship Director



Ironworkers Local 5 Apprenticeship

- Iron Workers Local 5
 - Established in 1901
 - Over 1,100 active members
 - Mixed Local
 - Structural
 - Misc/Ornamental
 - Rebar
- Apprenticeship
 - 4-year program
 - 800 hours in the classroom
 - 8,000 hours of OTJ learning
 - 24 college credits through CCBC

Skills and Training

- **Apprentice Classes**

- Trade
- Structural
- Blueprints
- Reinforcing
- Ornamental
- Rigging & Cranes
- Welding 1

- **Journeyman Upgrade Classes**

- CPR/First Aid/AED Training
- Scaffold (User/Dismantler)
- Scissor/Boom Lift
- Fall Protection
- Forklift
- Traffic Flagger, Fire Watch
- Rigging Signalperson Certifications





Certifications

- OSHA 30
- First Aid/ CPR/ AED
- Fall Protection
- Rigging & Signalperson
- Over 300 Welding Processes
- Global Wind Organization
 - Fire Awareness
 - First Aid
 - Sea Survival
 - Working at Heights
 - Manually Handling

Maryland Works For Wind - Good Jobs Challenge

- Certified: 271 Participants
 - Welding
 - GWO Certifications
 - First Aid, Rigging/Cranes
- Upgraded existing equipment
 - Welders & Consumables
 - Working at Heights
 - Scaffolding
- Expand training with new equipment
 - Dock and Training Vessel
 - Travel Van
 - HYOTRC TTT & Tools
- Hosted over 12 GWO Classes



Unions & Offshore Wind

From Climate Policy to Shared Prosperity





Because of these projects, I was able to buy my first home.

What is a union?

A labor union is an organized group of workers who unite to make decisions about conditions affecting their work. A labor union represents the employees' interests in discussions with the business that employs them.

A workplace can generally survive without one individual worker, but when workers are united, they build power and a more level playing field with management

Workplace unions, when formed, elect to join a larger-scale, existing union based on...

- A trade, e.g. carpentry, plumbing
- An industry, e.g. healthcare, education
- A profession, e.g. letter carrier, university professor

With a more equal balance of power, workers can use their collective labor and bargain for higher wages, safety standards, health insurance, etc. This collective power scales from local halls to national federations.



art by Ricardo Levins
Morales

Unions Also Build Collective Power with *Other Unions*

American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)

The AFL-CIO works tirelessly to improve the lives of working people. We are the **democratic, voluntary federation of 63 national and international labor unions that represent nearly 15 million working people**. Our work is anchored in **making sure everyone who works for a living has family-supporting wages and benefits and the ability to retire with dignity**. We advance legislation to create good jobs by investing tax dollars in schools, roads, bridges, ports and airports, and improving the lives of workers through education, job training and a livable minimum wage. We help make safe, equitable workplaces and give working people a collective voice to address workplace injustices without the fear of retaliation. We fight for social and economic justice and strive to vanquish oppression in all its forms.

North American Building Trades Unions

NABTU represents more than **3 million skilled craft professionals in the United States and Canada**. NABTU is dedicated to **creating economic security and employment opportunities for its construction workers by growing infrastructure** investment and union construction jobs, safeguarding workplace, wage and benefits standards, promoting responsible private capital investments, investing in **renowned apprenticeship and training, and creating pathways to the middle class for women, communities of color, military veterans and justice-involved in the construction industry**.

How to Join a Construction Union

Pre-Apprenticeship: Designed for those entering or re-entering the workforce, pre-apprenticeship programs introduce participants to the building trades, teach basic construction math and other worksite skills, and give them an opportunity to decide which trade is right for them.

Apprenticeship: Trade-specific, multi-year employment program for workers to become skilled tradesmen and women working as apprentices under union-qualified journeypersons. Apprentices receive union-negotiated wages and benefits and the earn-while-you-learn model can lift a household out of poverty. The programs and content are rigorous, but the barriers to entry are extremely favorable to the worker.

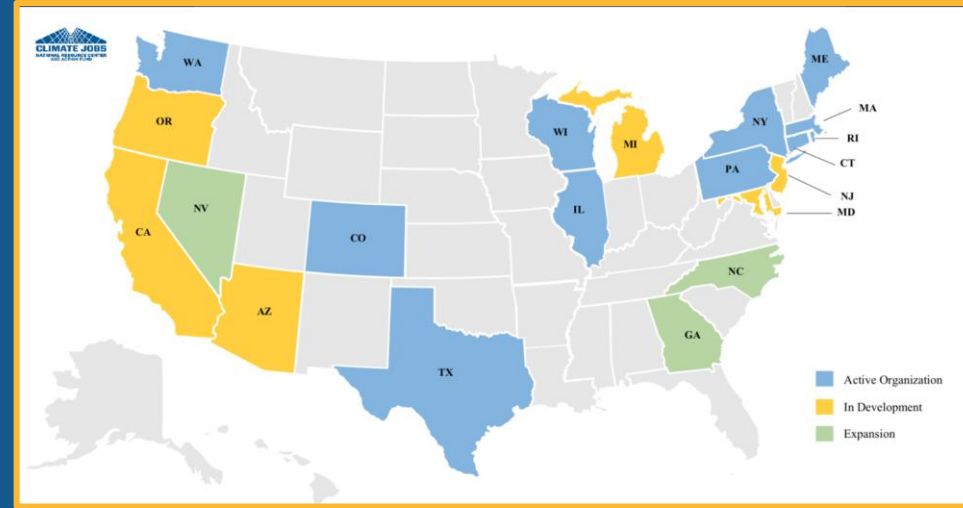
Direct Application: Skilled construction workers whose experience is non-union can become union tradespeople, and earn the higher wages and stronger benefits won in collective bargaining. Applying to join the union involves various skills assessments to maintain the highest quality standards in the construction business.

The *Climate Jobs* Model

The Climate Jobs model of campaigning and advocacy dates back to 2017, when New York labor leaders founded Climate Jobs New York.

Since then, a growing list of state-based Climate Jobs coalitions convene union leaders advancing a just transition to a pro-worker, pro-climate economy, at the scale climate science demands.

We are fighting for a future with racial justice, more equitable communities, and a livable planet for us all.



Climate Jobs Rhode Island

Principle #1: Establish science-based mandatory and enforceable emissions limits leading to economy-wide 100% net-zero emissions by 2050, with significant, measurable progress before 2030.

Principle #2: Establish statewide, cost-effective investment in community resiliency (e.g., protecting wastewater treatment plants from rising sea levels) to protect against the effects of climate change and equitably share costs, benefits, and risks.

Principle #3: Maximize family-sustaining job growth through the creation and maintenance of good, well-paying union jobs and apprenticeship programs, and create defined career pathways for current workers in the fuel industry.

Principle #4: Prioritize solutions developed by underserved communities overburdened by pollution and follow the lead of frontline communities (e.g., low-income communities, senior Rhode Islanders, and Black, Indigenous, and People of Color) disproportionately affected by environmental injustice in the transition to a Green Economy.

Benefits of Union Labor



- **Safety**

Construction is one of the most dangerous fields in terms of fatal worksite injuries. Union worksites consistently outperform non-union worksites in terms of OSHA compliance; worksites with fewer violations have lower injury rates.

- **Skill**

As a whole, building trades apprenticeships rank among the largest workforce training programs in the country, second only to the U.S. military. Skilled construction workers are significantly less likely to suffer on-the-job injuries.

- **Security**

Becoming a union-trained skilled tradesperson is a career – not just a job – and a pathway to the middle class that can lift an entire family out of poverty. Higher incomes lead to multiplier growth effects in workers' local economies.

Benefits of Union Labor for OSW

- **Transformation & Innovation:** Unions have always existed for the purposes of transforming the economy for the greater good of working people. The first climate jobs coalition, CJNY, hosted NY state officials on a trip to Denmark to learn about the potential of large-scale offshore wind in meeting future energy needs. This helped make a strong case for then Gov. Cuomo to increase the NY OSW target from 900 MW to the GW scale.
- **Existing Training Infrastructure:** The building trades in particular have a specialized, trades-based training program on a very large scale. We have seen existing union training centers begin to develop offshore wind-specific programming, which is very much needed in the U.S. workforce as we are relative newcomers to offshore wind construction and generation.
- **Advocacy & Trust:** Unions can play a big role in getting projects built with their members as trusted messengers in their communities, countering local opposition. Unions are also crucial advocates for a domestic supply chain, which can help states realize maximal economic benefits from this form of clean energy.
- **Raising the Bar for Skills & Wages:** The higher wages and skill levels that union labor commands mean that developers and contractors in the OSW economy must compete in a higher-quality labor pool. Rising skill and wage expectations in the market puts upward pressure even on non-union contractors and workplaces, leading to an overall higher-skilled and higher-income labor market.

When people are more gainfully employed, there are myriad knock-on benefits for the local tax bases, safety & quality-of-life, public service budgets (strained by recent federal cuts), etc.

Unions & Contractors

Unions

- Non-profit voluntary associations funded by member dues
- Members select their leaders democratically by way of regular, regulated elections
- Some unions – building trades – offer paid apprenticeships for the next generation of skilled members
- Negotiated through collective bargaining with organized employers, union agreements set standards for wages, health and retirement benefits, safety, and other worker protections
- Skilled, shovel-ready labor force (journeypersons and apprentices) that contractors can draw on, if they abide by union agreements

Union Contractors

- For-profit companies (e.g. general contractors)
- Benefit from a skilled and ready-to-work labor force
- Avoid labor disruptions that can occur on worksites staffed with a lower paid, less trained workforce
- Meet project milestones on-time and on-budget more often due to known, predictable skill and wage levels
- May be owned or founded by union journeypersons



Labor Agreements

Help Make Labor Practices Fair & Transparent

CONSTRUCTION JOBS

Project Labor Agreements: A PLA is a pre-hire collective bargaining agreement establishing the terms and conditions of employment on one or more construction projects.

PLAs typically cover all contractors and subcontractors working the project, regardless of whether they are unionized.

PLAs typically cover all employees on the project, regardless of whether they are union members.

PLAs help define the trades, skill levels, and compensation of workers on the job.

PERMANENT JOBS (O&M, Supply Chain, etc.)

Neutrality (or Labor Peace) Agreements: This is a contract between an employer and a union, in which the employer agrees to be neutral and not interfere with union organizing. The union agrees not to engage in picketing, work stoppages, boycotts, and any other economic interference with the employer.

VINEYARD WIND
OUTER CONTINENTAL SHELF
WIND FARM IN LEASE AREA
OCS-A-501
PROJECT LABOR AGREEMENT

BY AND BETWEEN VINEYARD WIND, ITS
PROJECT PRIME CONTRACTORS

AND THE

THE SOUTHEASTERN MASSACHUSETTS, CAPE
BUILDING TRADES COUNCIL AFL-CIO ("COUN
TES REGIONAL COUNCIL OF CARPENTERS, I
BRIDGE, STRUCTURAL, ORNAMENTAL AND
CAL 37; INTERNATIONAL ASSOCIATION OF H
S AND ALLIED WORKERS LOCAL NO. 6; INTI
F BOILERMAKERS, LOCAL 29; INTERNATION
WORKERS, LOCAL 223; INTERNATIONAL UNI
LS 4 and 4E; INTERNATIONAL UNION OF PAI
T COUNCIL 35; LABORERS' INTERNATIONAL
385; LOCAL 1121 EASTERN MILLWRIGHTS R
REGIONAL COUNCIL OF CARPENTERS, LOC
UNION NO. 56; PLUMBERS AND PIPEFITTERS
ORKERS INTERNATIONAL ASSOCIATION LOC
UNION LOCALS 251 AND 59; UNITED UNION
OOFERS AND ALLIED WORKERS, LOCAL U

Role of the States

The National Labor Relations Act largely governs private-sector labor relations.

But there is a lot of space for states and municipalities to act to promote good union jobs in clean energy. For example, a state or municipality can require high-road labor standards on projects where they are participating in the market.

- ✓ Procurement of all kinds, including energy and decarbonization projects
- ✓ Grants, loans, leases

Climate Jobs coalitions work closely with state legislators and interested stakeholders to enable the use of PLAs and other types of agreements for high-road labor standards on clean energy projects.