



# METROLINX

An agency of the Government of Ontario  
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## METROLINX COMMUNITY BENEFITS FRAMEWORK

### Introduction

#### Metrolinx

Metrolinx, an agency of the Government of Ontario, was created in 2006 to improve the coordination and integration of all modes of transportation in the Greater Toronto and Hamilton Area (GTHA). Metrolinx is planning and building a transportation system that allows residents to travel across the region more quickly and efficiently, while enhancing the region's prosperity, sustainability and quality of life. Currently, \$16B of transit projects are underway across the GTHA, including; bus rapid transit in York Region and Mississauga, York-Spadina subway extension, light-rail in Toronto, an expanded and improved GO Transit system.

Metrolinx recognizes that its major infrastructure investments should also provide benefits for the communities in which it works, including employment, training, apprenticeship, local supplier and social procurement opportunities where possible. Metrolinx has therefore committed to include a community benefits program for the Toronto Transit Projects (defined as the LRT projects planned for Finch, Sheppard and Eglinton Avenues), beginning with the Eglinton Crosstown LRT line (the "Crosstown", or the "Project"). The Crosstown will run across Eglinton Avenue between Mount Dennis (Weston Road) and Kennedy Station. This 19-kilometre corridor will include a 10-kilometre underground portion, between Keele Street and Laird Drive.

The Crosstown will be delivered through an Alternative Financing and Procurement mechanism. A Request for Proposals has been issued and two qualified consortia are expected to bid on the project. Delivery of the community benefits program will ultimately be included as part of the final contract between Metrolinx, its procurement agent Infrastructure Ontario (IO) and the winning bidder ("ProjectCo") (jointly, the "Parties").

### Principles

Metrolinx's approach to community benefits programs will be:

- a. **Inclusive**, offering a range of employment, training, and apprenticeship opportunities for historically disadvantaged communities and equity seeking groups, as well as encouraging the provision of goods and services from local suppliers and social enterprises.
- b. **Accessible**, ensuring that information about employment, training, apprenticeship, and procurement opportunities are made readily available to residents, businesses and social enterprises.
- c. **Transparent**, making the community benefits plan in the final agreement with ProjectCo public, and publishing quarterly reports on progress.
- d. **Collaborative**, by working together with community, labour, business, government, and other stakeholders to share information, resources and learnings, and maximize the impact of the program



## Toronto Transit Projects: Roles and Responsibilities

The information below describes the general roles and responsibilities of the primary partners involved in the community benefits program. This has been developed for the Crosstown, and the partners, roles and responsibilities may vary for the other Toronto Transit projects.

### **Metrolinx**

As the owner of the Project, Metrolinx is responsible for:

- a. ensuring that the community benefits commitments made by ProjectCo in the agreement between the Parties maximize employment, training and apprenticeship opportunities as well as opportunities for the provision of goods and services from local suppliers and social enterprises
- b. monitoring and enforcing the agreement with ProjectCo., including provisions respecting the community benefits program.
- c. hiring a dedicated liaison who will work with the various business units at Metrolinx, ProjectCo, community partners and stakeholders to support the implementation of the community benefits program
- d. providing timely information about professional, administrative and technical employment opportunities at Metrolinx to workforce development and community partners and stakeholders for dissemination to local communities and other target employment groups

### **ProjectCo**

As the implementer of the Project, ProjectCo is responsible for:

- a. submitting a plan six months after financial close of the RFP which outlines its commitments to apprenticeships, employment and local procurement for review and approval by Metrolinx. Once approved, this plan will form part of the project agreement.
- b. implementing the plan as approved unless any changes are made by mutual agreement with the other parties to the agreement (i.e. Metrolinx and IO)
- c. including a community liaison person or team as part of its plan
- d. reporting on its activities on a regular basis.

### **MTCU**

As a key government partner, the Ministry of Training, Colleges and Universities (MTCU) will play an important role in helping coordinate workforce training and apprenticeship opportunities, distributing employment opportunities through its networks and agencies (including Employment Ontario and others), and ensuring prospective employees are ready for the opportunities to come. Specifically, MCTU will:

- a. fund and conduct a Labour Market Partnership (LMP) project to identify skills gaps, required neighbourhood outreach and other areas that will work to facilitate the employment pipeline for the Eglinton Crosstown line.
- b. Through its work force development service providers network (Employment Ontario) and partnerships, help create a streamlined mechanism through which prospective employees and ProjectCo can access employment services during the project.

- c. Link Employment Ontario training service providers with identified community training needs to prepare residents, when required for Metrolinx job opportunities

### **Community Partners**

Metrolinx is committed to working with community groups and agencies along the Crosstown project, and welcomes input from a wide variety of stakeholders.

The Toronto Community Benefits Network (TCBN) has come forward as a key partner in this initiative. The TCBN was created by labour and community groups in January 2013 to bring the Community Benefit Agreements (CBA) concept to the building of Toronto's Light Rail Transit system, and advocates using legally binding CBAs in all major public infrastructure projects.

The Network envisions Toronto as an inclusive, thriving city in which all residents have equitable opportunities to contribute to building healthy communities and a prospering economy.

The Network believes that a priority for a thriving and inclusive city is the continued expansion of transit infrastructure and neighbourhood improvement to meet the needs of all residents. Accessible transit is critical for the social, environmental and economic wellbeing of our city today and into the future.

The expansion of transit that is envisioned for Toronto will result in opportunities for good jobs. It is crucial that all Torontonians have access to economic opportunities stemming from infrastructure investments. As such, the TCBN believes that the diversity of the workers on the LRT project should reflect the diversity of residents of Toronto.

As members of Toronto's communities the TCBN commits to working in partnership with Metrolinx and all other partners on a Community Benefits program that can advance our vision for an inclusive, accountable thriving City.

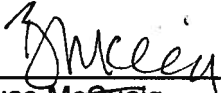
- a. Working together with MTCU, in assisting with outreach to and recruitment of prospective apprentices and employees where appropriate and able, providing training and/or mentorship for prospective apprentices and/or employees
- b. Developing and retaining a registry of social enterprises in the City of Toronto that can be shared with ProjectCo to encourage procurement of goods and services from social enterprises
- c. Working with Metrolinx, ProjectCo and MTCU as applicable to support events and initiatives designed to disseminate information about employment, training apprenticeship and social opportunities for the Eglinton Crosstown line.
- d. Acting as a resource for community information and feedback to Metrolinx on an ongoing basis.
- e. Participating in an ongoing working group as described below

### **Communications and Coordination**

Metrolinx shall host regular meetings of a Community Benefits Working Group with the designated ProjectCo liaison, representatives from MTCU and from the TCBN (and other community partners as appropriate) to ensure smooth coordination of the activities identified as part of the community benefits program. This group will serve as a forum for dialogue for any issues that may arise and will work collaboratively to support and promote the community

benefits program. This group may also be invited to participate in discussions about other areas relevant to the Crosstown project, including but not limited to development on Metrolinx-owned property such as mobility hubs.

This group will also participate in the creation of the monitoring and evaluation framework for the community benefits program, review progress reports supplied by ProjectCo, suggest refinements and improvements to the program on an ongoing basis, and provide input into the quarterly reports published by Metrolinx which will summarize the relevant activities of all of the partners involved.



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Bruce McCuaig  
President & Chief Executive Officer  
Metrolinx

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April 23, 2014

Date



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Steve Shallhorn  
Community Benefits Network

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April 28, 2014

Date