

1 A. I have not testified in any regulatory proceedings.

2 **Q. What is your testimony regarding?**

3 A. I am testifying regarding quality jobs.

4 **Q. Please discuss quality jobs.**

5 A. Because economic development in any sector of the economy is dependent on quality
6 jobs, the utility-administered 2010-2012 Energy Efficiency Plan should include what has come
7 to be known as a Responsible Employer Requirement (“RER”). Such a requirement, which has
8 already been adopted by several major Massachusetts cities and towns and incorporated in
9 American Recovery and Reinvestment Act-funded contracts, includes compliance with
10 applicable laws, fair wages and benefits, proper classification of workers, and state-approved
11 apprentice training. Employers who receive state contracts to provide energy efficiency products
12 and services should be required to comply with state law and actively promote workforce
13 development and sustainable jobs in the Commonwealth.

14 As discussed in pages 8 – 20 of Attachment B, a National Employment Law Project
15 report titled “Responsible Contracting: Lessons from States and Cities for Ensuring That Federal
16 Contracting Delivers Good Jobs and Quality Services,” an RER would benefit the
17 Commonwealth by increasing tax revenues and consumer spending, reducing dependence on
18 state resources, and providing greater workforce stability. Employers also benefit from a trained,
19 skilled, safe and high-performing workforce that enables them to deliver products and services
20 on time and to specifications. The workers themselves gain marketable skills, employment

1 experience, income, improved quality of life, and increased self-sufficiency. Good training that
2 leads to good jobs is the best anti-poverty program.

3 RER apprentice training provides comprehensive benefits to the participants, including
4 paid, supervised on-job training where safety is emphasized, and related classroom education.
5 Apprentices work under a signed agreement with their employers, which specifies the terms and
6 conditions of employment and is approved by the state. They receive a guaranteed percentage
7 wage progression, and they earn a state-certified credential upon their successful completion of
8 the program. A growing number of apprentice training programs have agreements with area
9 colleges such as Massasoit Community College and Wentworth Institute of Technology. State-
10 registered programs with five or more apprentices require equal employment/affirmative action
11 and community outreach plans. Apprentices are tax-paying workers in programs with state
12 oversight, but their training is privately designed and administered at no cost to the taxpayer.

13 **Q. Please explain why quality jobs and representation should be included in the**
14 **utility's energy efficiency plan to fully implement the resolution of the Energy Efficiency**
15 **Advisory Committee and the Green Communities Act.**

16 A. Adoption of a carefully designed RER would implement the Green Communities Act
17 requirement of creating local jobs. An RER would be consistent with the EEAC resolution that
18 discusses an expectation for Program Administrators to make clear the training and other
19 requirements to be eligible to perform energy efficiency work. These goals are similar to the
20 Massachusetts bid and procurement law with a purpose to protect public/taxpayer interest by

1 preventing fraud, waste and inequality in the award of public contracts. To achieve this purpose,
2 the law requires that contracts be awarded to the lowest responsible and eligible bidder.
3 Responsible employers as defined by RERs serve the public interest by training Massachusetts
4 residents and employing them in good jobs that offer lawful wages, health and pension benefits,
5 and opportunities for advancement, especially for the moderate and low income residents
6 struggling to survive or draining diminishing resources. Contractors who already comply with
7 the law and who invest in their workforce should welcome a requirement that “levels the playing
8 field” and makes them more competitive. Adoption of a carefully designed RER as a condition
9 of bidding would have a significant immediate and long term beneficial impact on the viability
10 and stability of the Commonwealth’s energy efficiency industry and be consistent with the
11 EEAC resolution and state law.

12 **Q. What are examples of studies and reports that are relied upon in your field that**
13 **support your testimony?**

14 A. Please see Attachment B, a National Employment Law Project report titled “Responsible
15 Contracting: Lessons from States and Cities for Ensuring That Federal Contracting Delivers
16 Good Jobs and Quality Services.”

17 **Q. Does this complete your testimony?**

18 A. Yes it does.