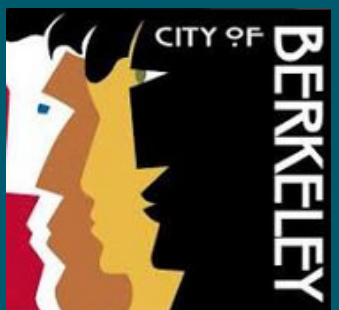




Just Transition Implementation Update

Implementation Update
June 2026

Presented By
Rebuilding Together East Bay Network



Report Outline

PART 1	Overview
PART 2	Labor Standards
PART 3	Payroll Reporting
PART 4	Job Sequencing
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Overview

The Berkeley Just Transition Pilot tests whether low-income home electrification can deliver three benefits at once: healthier, safer housing for residents; high-road jobs for non-traditional workers; and housing powered by affordable, efficient, clean energy. This update shares over two years of results and lessons.



KEY INDICATOR	ACTIVITY / PROJECT	DATA / OUTCOME
Homeowner Interventions	Audits, direct installs, education, repairs, increase comfort and home efficiency	<ul style="list-style-type: none">• 215 total interventions across 37 households
High Road Jobs	Contractor RFQ, signatory pathway TA, aggregated job orders	<ul style="list-style-type: none">• 5 contractors engaged plus RTEBN• 2 signatory, 3 non-signatory
GHG Reduction	Removal gas and installation of electric appliances	<ul style="list-style-type: none">• Appliance installs: 63• Appliance removals: 57• Electrical interventions: 81• Windows: 8 replaced in implementation phase

Labor Standards

How high-road job quality was required — and verified — for every contractor

Standard	Required by design (RFQ)	Verified in implementation
Prevailing wage	Current Alameda County CA DIR rate for every worker and subcontractor, by trade.	Wages at or above DIR scale across union and non-union crews; certified payroll (WH-347 / A-1-131) each pay period.
Apprenticeship & MC3	Registered DIR/DAS apprenticeships and/or MC3 graduates capacity-building requirement).	Apprentices worked pilot jobs — e.g., a Kel-Aire AC apprentice and a Net Electric electrician trainee — registered in DIR-approved programs.
Medical benefits	At least Covered California Silver; contractor pays $\geq 75\%$ of premium (up to \$412.50/mo).	Fringe and benefit contributions documented on every certified payroll.
Focused hiring	Efforts to hire priority workers: disability, <50% AMI, justice-involved, veterans, formerly homeless, and more.	Tracked through program outreach and intake (worker status is not a payroll field).
Verification	Weekly certified payroll, record-keeping, and RTEBN oversight.	Signed statements of compliance plus on-site checks matching payroll names to the crews on site.

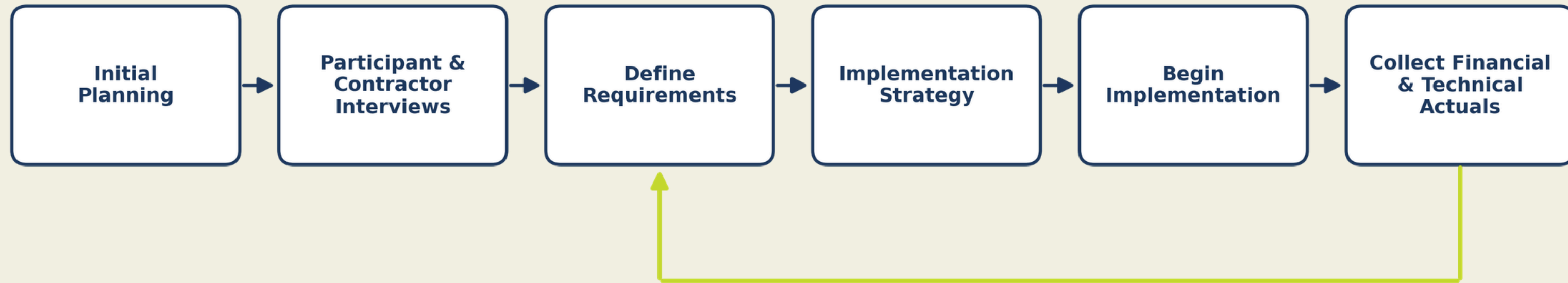
Same standard for union (Kel-Aire, Net Electric) and non-union (1-888, Micah, Solid Rock) contractors — advancing high-road, family-sustaining jobs in residential building decarbonization.

Payroll Reporting

Prevailing wage compliance is what keeps most small contractors out of public work because they rarely have the back office for it. RTEBN built a repeatable workflow: hands-on training with each contractor's back office, self-certification using the DIR DIY approach, and independent verification.



KEY INDICATOR	ACTIVITY / PROJECT	DATA / OUTCOME
Certified payroll	Contractors self-certified via the DIR DIY approach: federal certified payroll forms (WH-347) with signed statements of compliance	<ul style="list-style-type: none"> • Every pay period documented; wages above DIR minimums (e.g., \$49/hr base vs. \$40.55 required)
On-site verification	Site checks matched workers named on payroll to the crews actually on site	<ul style="list-style-type: none"> • Payroll verified against field crews; reviewed and certified by RTEBN
Back-office capacity building	Hours of hands-on work with small contractors' back offices to set up prevailing wage payroll	<ul style="list-style-type: none"> • Non-signatory contractors reached full compliance, creating a repeatable on-ramp to public work



Evaluate & iterate until implementation is complete

Job Sequencing

Job sequencing followed an iterative workflow:

plan, interview participants and contractors, define requirements, set strategy, implement, then re-evaluate against financial and technical actuals until complete.

PARALLEL INTERVIEWS

Participant and contractor interviews ran side by side, so home needs and contractor capacity shaped requirements together.

AGGREGATED WORK ORDERS

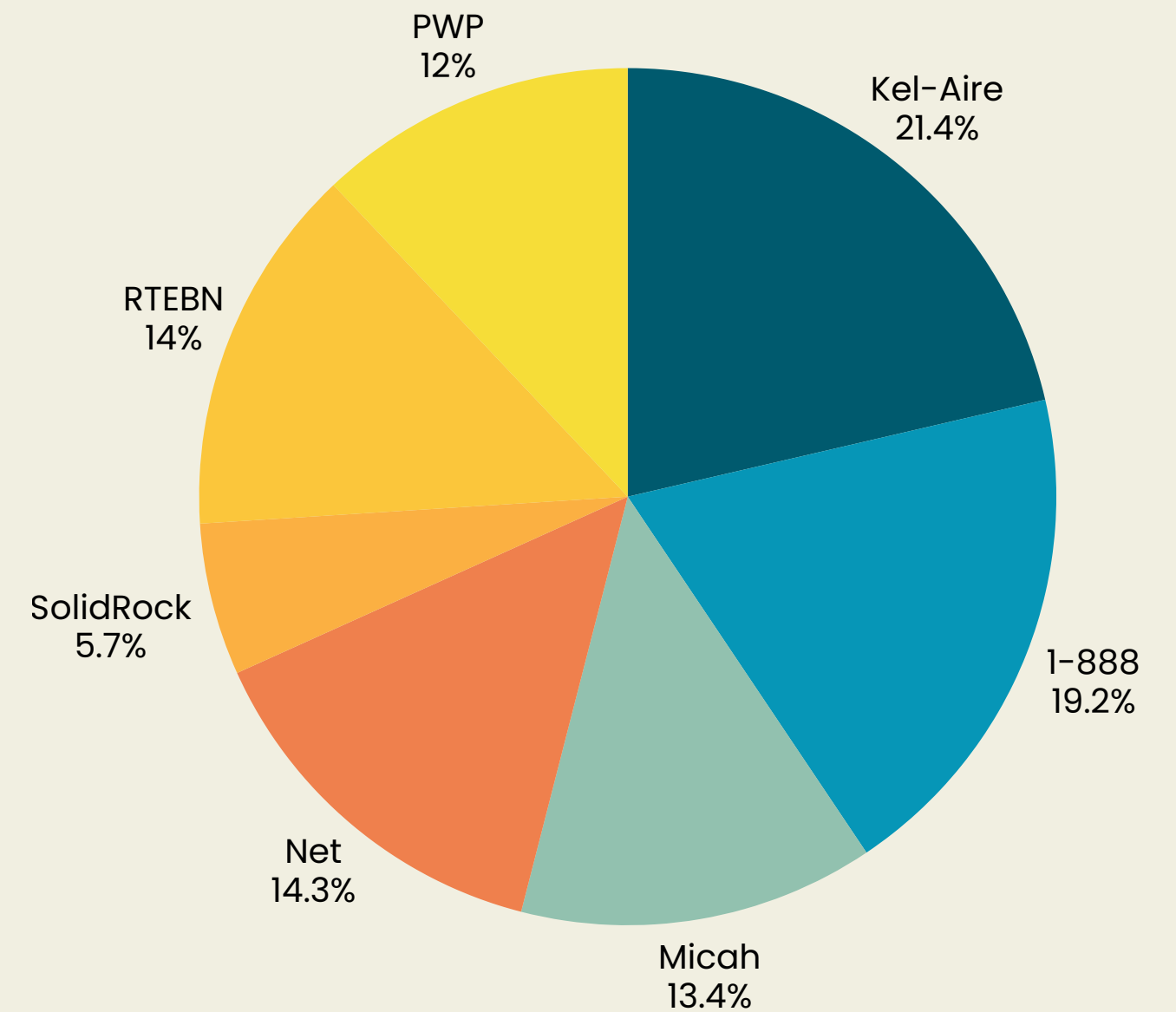
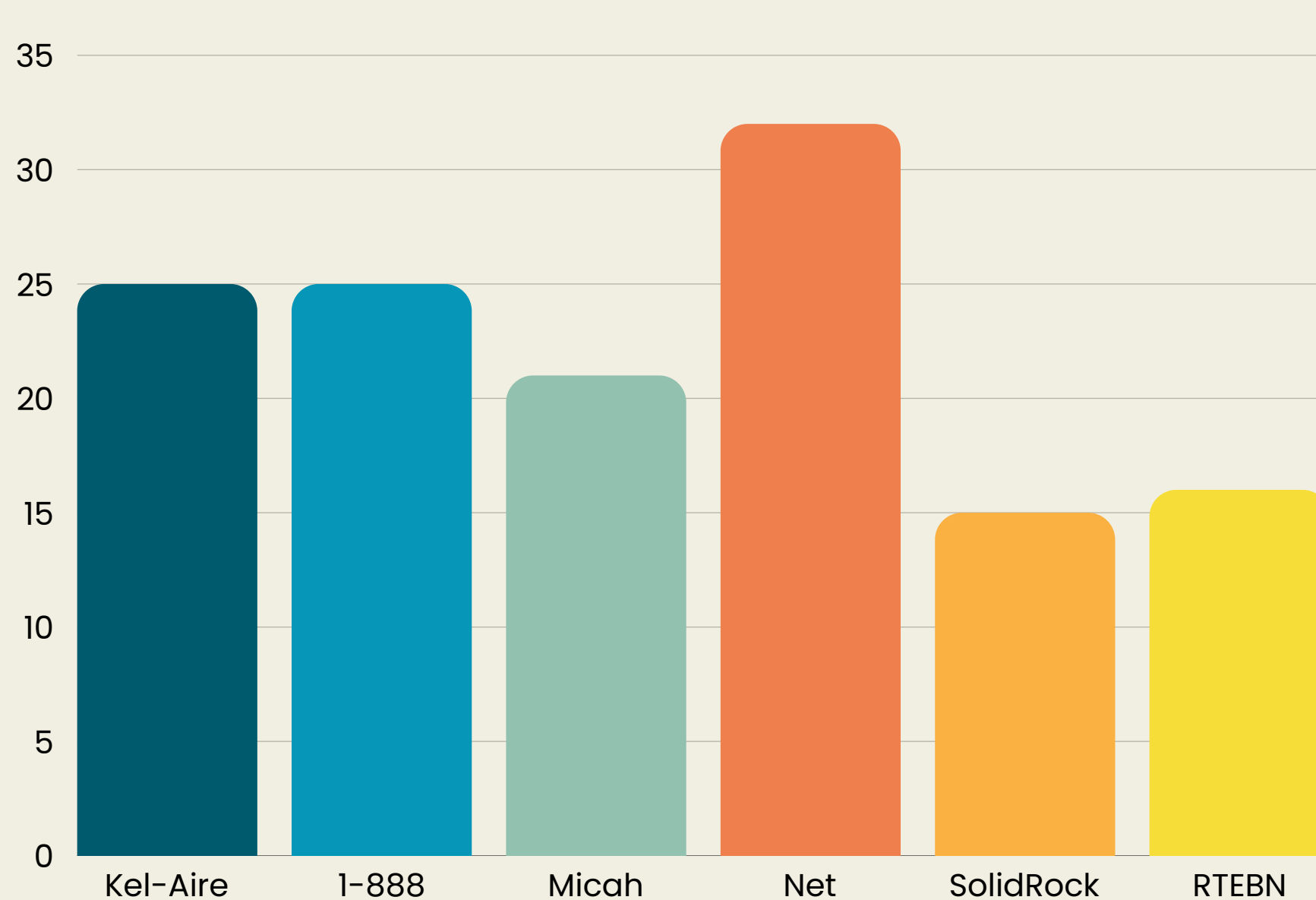
Requirements rolled into one aggregated scope per contractor, cutting per-home bidding and mobilization costs.

EVALUATE & ITERATE

Financial and technical actuals fed each cycle; requirements were revised until implementation was complete.

Implementation Outcomes

Interventions by contractor (left) and share of dollars billed (right). 215 interventions across 37 homes and ~\$1.19M billed were spread across five small contractors plus RTEBN. No single firm carried more than ~27% of the work or the dollars.



Next Steps



From pilot to playbook to replication



FINAL REPORT & CASE STUDY

Full pilot final report due end of July, followed by a published case study with UC Berkeley.



OPEN-SOURCE THE PLAYBOOK

Formalize and digitize program materials and manuals, then make them available to other agencies and jurisdictions.



REPLICATION ALREADY UNDERWAY

RTEBN is engaged with Contra Costa County to deliver no-cost heat pump mini-splits in the urban county, funded by CDBG and CalHome.