

HOUSE No. 1865

The Commonwealth of Massachusetts

PRESENTED BY:

Marjorie C. Decker

To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act relative to a just transition to clean energy.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	DATE ADDED:
<i>Marjorie C. Decker</i>	<i>25th Middlesex</i>	<i>1/20/2023</i>
<i>Lindsay N. Sabadosa</i>	<i>1st Hampshire</i>	<i>1/20/2023</i>
<i>Peter Capano</i>	<i>11th Essex</i>	<i>1/23/2023</i>
<i>Vanna Howard</i>	<i>17th Middlesex</i>	<i>1/31/2023</i>
<i>James C. Arena-DeRosa</i>	<i>8th Middlesex</i>	<i>2/6/2023</i>
<i>David Paul Linsky</i>	<i>5th Middlesex</i>	<i>2/7/2023</i>
<i>Christopher Hendricks</i>	<i>11th Bristol</i>	<i>2/7/2023</i>
<i>William C. Galvin</i>	<i>6th Norfolk</i>	<i>2/7/2023</i>
<i>James K. Hawkins</i>	<i>2nd Bristol</i>	<i>2/7/2023</i>
<i>Patricia A. Duffy</i>	<i>5th Hampden</i>	<i>2/8/2023</i>
<i>Jack Patrick Lewis</i>	<i>7th Middlesex</i>	<i>2/8/2023</i>
<i>Thomas M. Stanley</i>	<i>9th Middlesex</i>	<i>2/8/2023</i>
<i>Tackey Chan</i>	<i>2nd Norfolk</i>	<i>2/9/2023</i>
<i>James J. O'Day</i>	<i>14th Worcester</i>	<i>2/9/2023</i>
<i>Margaret R. Scarsdale</i>	<i>1st Middlesex</i>	<i>2/10/2023</i>
<i>Samantha Montaño</i>	<i>15th Suffolk</i>	<i>2/16/2023</i>
<i>Paul McMurtry</i>	<i>11th Norfolk</i>	<i>2/20/2023</i>
<i>Erika Uytterhoeven</i>	<i>27th Middlesex</i>	<i>2/22/2023</i>

<i>Rodney M. Elliott</i>	<i>16th Middlesex</i>	<i>2/28/2023</i>
<i>Adrienne Pusateri Ramos</i>	<i>14th Essex</i>	<i>3/1/2023</i>
<i>Michelle L. Ciccolo</i>	<i>15th Middlesex</i>	<i>3/14/2023</i>
<i>Natalie M. Higgins</i>	<i>4th Worcester</i>	<i>3/16/2023</i>
<i>Rita A. Mendes</i>	<i>11th Plymouth</i>	<i>4/3/2023</i>
<i>David Henry Argosky LeBoeuf</i>	<i>17th Worcester</i>	<i>4/4/2023</i>
<i>Marc R. Pacheco</i>	<i>Third Bristol and Plymouth</i>	<i>4/24/2023</i>
<i>Tram T. Nguyen</i>	<i>18th Essex</i>	<i>5/8/2023</i>
<i>Estela A. Reyes</i>	<i>4th Essex</i>	<i>11/2/2023</i>
<i>Kristin E. Kassner</i>	<i>2nd Essex</i>	<i>11/3/2023</i>

HOUSE No. 1865

By Representative Decker of Cambridge, a petition (accompanied by bill, House, No. 1865) of Marjorie C. Decker and others relative to the transition to clean energy and the training of employees on alternative energy generation and distribution. Labor and Workforce Development.

The Commonwealth of Massachusetts

**In the One Hundred and Ninety-Third General Court
(2023-2024)**

An Act relative to a just transition to clean energy.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

1 SECTION 1. Chapter 164 of the General Laws is hereby be amended by striking out
2 section 1E and inserting in place thereof the following section:-

3 1E. Performance based rate schemes; labor displacement or reductions; mediation of
4 small claims.

5 (a) The department is hereby authorized to promulgate rules and regulations to establish
6 and require performance based rates for each distribution, transmission, and gas company
7 organized and doing business in the commonwealth pursuant to the provisions of this chapter. In
8 promulgating such performance based rate schemes, the department shall establish service
9 quality standards each distribution, transmission, and gas company, including, but not limited to,
10 standards for customer satisfaction service outages, distribution facility upgrades, repairs and
11 maintenance, telephone service, billing service, and public safety, occupational safety, training

12 and certifications for both in-house and contractor employees, map and record accuracy, and in-
13 house staffing benchmarks sufficient to ensure pipeline safety through the period of transition to
14 net zero emissions.

15 In addition, the department shall require each gas company, as part of performance based
16 ratemaking, to submit a just transition plan, which must be approved by the department, to
17 address workforce development, maintenance and attrition over the course of the transition to net
18 zero emissions generally, and the PBR period specifically, and provide for the following:

19 1. A detailed proposed chronology for transition to net zero emissions energy supply and
20 distribution to be set through performance based ratemaking;

21 2. Sufficient in-house staffing levels, in each relevant classification, to ensure the safety
22 and reliability of the gas company's pipeline through the projected transition period;

23 3. Training and workforce development plans providing for gas company workforce
24 needs on residual natural gas and electric as well as alternative energy sources, generation and
25 distribution infrastructure utilized by the gas company to replace and/or complement natural gas;

26 4. Any and all mitigation measures to address the impacts of transition—e.g., attrition,
27 retrenchment—on the gas company's workforce over the course of the PBR—including, but not
28 limited to—cross-training and hiring preferences at dual-fuel companies and joint ventures with
29 renewable energy generators/distributors, early retirement incentives;

30 5. In the event of the gas company's anticipated substantial partial or complete cessation
31 of gas operations in Massachusetts during the period in which PBR is effective:

32 (i) Means by which the gas company, and/or its parent corporation intends to avoid
33 burdening the Commonwealth, its ratepayers, and taxpayers with the social welfare costs
34 resulting from such cessation;

35 (ii) Measures to ensure the solvency of the LDC pension system during and after
36 transition;

37 (iii) Measures to stem the displacement of LDC employees attrited as a result of
38 transition from the Massachusetts energy sector.

39 Nothing in this section shall prohibit or supplant the LDC's collective bargaining
40 obligations relative to the National Labor Relations Act.

41 (b) In complying with the service quality standards and employee benchmarks
42 established pursuant to this section, a distribution, transmission, or gas company that makes a
43 performance based rating filing after the effective date of this act shall not be allowed to engage
44 in labor displacement or reductions below staffing levels in existence on January 1, 2022, unless
45 such are fully compliant with any law supporting a just transition to net zero emissions and part
46 of a collective bargaining agreement or agreements between such company and the applicable
47 organization or organizations representing such workers, or with the approval of the department
48 following an evidentiary hearing at which the burden shall be upon the company to demonstrate
49 that such staffing reductions shall not adversely disrupt service quality standards or public safety
50 and shall maintain reliable service through the transition to net zero emissions as established by
51 the department herein. Nothing in this paragraph shall prevent reduction of forces below the
52 January 1, 2022 level through early retirement and severances negotiated with labor
53 organizations before said date.

54 (c) The department shall promulgate regulations relative to an alternative dispute
55 resolution process for the handling of damage claims by customers in an amount under \$100.
56 The department shall establish a 60 day timeline for the resolution of all mediation claims. The
57 department shall issue a biannual report to the joint committee on telecommunications, utilities
58 and energy which shall include, but not be limited to, the following information: the nature of
59 consumer claims, the number of consumer claims and the resolutions of consumer claims
60 reviewed by the department during the previous 6 months. Said report shall be available for
61 public review at the department.

62 SECTION 2. Section 145 of chapter 164 of the General Laws, as appearing in the 2020
63 Official Edition, is hereby amended by striking out subsections (a), (b), and (c) and inserting in
64 place thereof the following subsections:-

65 (a) For the purposes of this section, the following words shall, unless the context clearly
66 requires otherwise, have the following meanings:--

67 “Customer”, a retail natural gas customer.

68 “Eligible infrastructure replacement”, a replacement or an improvement of existing
69 infrastructure of a gas company that: (i) is made on or after January 1, 2015; (ii) is designed to
70 improve public safety or infrastructure reliability; (iii) does not increase the revenue of a gas
71 company by connecting an improvement for a principal purpose of serving new customers; (iv)
72 reduces, or has the potential to reduce, lost and unaccounted for natural gas through a reduction
73 in natural gas system leaks; (v) is not included in the current rate base of the gas company as
74 determined in the gas company’s most recent rate proceeding; (vi) may include use of advanced
75 leak repair technology approved by the department to repair an existing leak-prone gas pipe to

76 extend the useful life of the such gas pipe by no less than 10 years; and (vii) may include
77 replacing gas infrastructure with utility-scale non-emitting renewable thermal energy
78 infrastructure.

79 “Plan”, a targeted infrastructure replacement program construction plan that a gas
80 company files pursuant to subsection (b).

81 “Project”, an eligible infrastructure replacement project proposed by a gas company in a
82 plan filed under this section.

83 (b) A gas company shall file with the department a plan to address aging or leaking
84 natural gas infrastructure within the commonwealth and the leak rate on the gas company’s
85 natural gas infrastructure in the interest of public safety and reducing lost and unaccounted for
86 natural gas through a reduction in natural gas system leaks. This plan shall include, but not be
87 limited to, provisions to ensure the gas company trains a sufficient, highly skilled, stable
88 workforce to repair and maintain the safety and reliability of its pipeline for the duration of its
89 useful life, until and including its retirement or re-purposing for alternative use. Each
90 company’s gas infrastructure plan shall include interim targets for the department’s review. The
91 department shall review these interim targets to ensure each gas company is meeting the
92 appropriate pace to reduce the leak rate on and to replace the gas company’s natural gas
93 infrastructure in a safe and timely manner. The interim targets shall be for periods of not more
94 than 6 years or at the conclusion of 2 complete 3-year walking survey cycles conducted by the
95 gas company. The gas companies shall incorporate these interim targets into timelines for
96 removing all leak-prone infrastructure filed pursuant to subsection (c) and may update them
97 based on overall progress. The department may levy a penalty against any gas company that fails

98 to meet its interim target in an amount up to and including the equivalent of 2.5 per cent of such
99 gas company's transmission and distribution service revenues for the previous calendar year.

100 (c) Any plan filed with the department shall include, but not be limited to: (i) eligible
101 infrastructure replacement of mains, services, meter sets and other ancillary facilities composed
102 of non-cathodically protected steel, cast iron and wrought iron, prioritized to implement the
103 federal gas distribution pipeline integrity management plan annually submitted to the department
104 and consistent with subpart P of 49 C.F.R. part 192; (ii) an anticipated timeline for the
105 completion of each project; (iii) the estimated cost of each project; (iv) rate change requests; (v)
106 a description of customer costs and benefits under the plan; (vi) the relocations, where practical,
107 of a meter located inside of a structure to the outside of said structure for the purpose of
108 improving public safety; and (vii) how the gas company intends to utilize its in-house workforce
109 and outside contractor crews, respectively, to perform construction; (viii) all oversight and
110 quality assurance measures implemented by the gas company on construction during the course
111 of the plan; (ix) all funds to be expended on training for its in-house on the construction and
112 maintenance of its pipeline; (x) any plans for the utilization of pipeline to satisfy the
113 Commonwealth's net zero emissions goals and aggregated data reflecting the projected impact of
114 the plans on the Commonwealth's net zero emissions goals; and (xi) any other information the
115 department considers necessary to evaluate the plan.

116 As part of each plan filed under this section, a gas company shall include a timeline for
117 removing all leak-prone infrastructure on an accelerated basis specifying an annual replacement
118 pace and program end date with a target end date of: (i) not more than 20 years from the filing of
119 a gas company's initial plan; or (ii) a reasonable target end date considering the allowable
120 recovery cap established pursuant to subsection (f). The department shall not approve a timeline

121 as part of a plan unless the allowable recovery cap established pursuant to subsection (f) provides
122 the gas company with a reasonable opportunity to recover the costs associated with removing all
123 leak-prone infrastructure on the accelerated basis set forth under the timeline utilizing the cost
124 recovery mechanism established pursuant to this section. After filing the initial plan, a gas
125 company shall, at 5-year intervals, provide the department with a summary of its replacement
126 progress to date, a summary of work to be completed during the next 5 years and any similar
127 information the department may require. The department may require a gas company to file an
128 updated long-term timeline as part of a plan if it alters the cap established pursuant to subsection
129 (f).

130 SECTION 3. Chapter 164 of the General Laws is hereby amended by adding the
131 following section:-

132 Section 149. Department programs to ensure a just transition:

133 (a) Definitions.

134 For the purpose of this statute, the following definitions apply:

135 (1) "Company" or "employer", any local distribution company regulated under M.G.L. c.
136 164 § 3 and distributing natural gas to ratepayers.

137 (2) "Dual Fuel Company", a Company that distributes natural gas and one or more other
138 form of energy to commercial, governmental, and/or residential ratepayers.

139 (3) "Alternative Energy Company", a Company that generates or distributes forms of
140 energy whose production and use results in the production of lower carbon emissions
141 conventional natural gas or electric energy.

142 (4) “Commonwealth”, the Commonwealth of Massachusetts and/or its departments,
143 offices, agencies, political sub-divisions, and quasi-public agencies, including but not limited to
144 quasi-public agencies subject to said chapter 150A by chapter 760 of the acts of 1962 and any
145 quasi-public independent entity and any authority or body politic and corporate established by
146 the general court to serve a public purpose.

147 (b) Planning for Just Transition of Workforce.

148 (1) Every Company shall develop, and periodically amend a comprehensive plan, as set
149 forth in Section 1E of Chapter 164 [as amended in Section 1 of this Legislation] to be filed with
150 the Department of Public Utilities, for the hire, retention, and training of a sufficient operations
151 and maintenance workforce through 2050 addressing its plans to meet the Commonwealth’s net
152 zero emissions goals and its plans to fulfill this Chapter’s requirements to provide safe and
153 reliable service as well as all other state and Federal regulatory requirements. Such plan shall be
154 amended bi-annually, beginning July 1, 2024. Each Company plan shall also provide
155 projections for any attrition among its in-house workforce and the utilization of outside
156 contractors over both the biannual period and over the course of the transition to net zero
157 emissions.

158 Dual Fuel Companies must additionally provide, as part of their biannual plan, all
159 provisions, opportunities and initiatives to provide training and employment opportunities to
160 workers who may be displaced by the Company’s compliance with the Commonwealth’s net
161 zero emissions goals.

162 (2) The Department shall, when initiated sua sponte or by motion of the Attorney
163 General, initiate an investigation to determine to determine the sufficiency of the Company’s

164 plan with regard to meeting the Commonwealth's net zero emission requirements and Chapter
165 164's reliability, safety and staffing requirements. Such plans, and all back-up data upon which
166 the plans are based, shall be subject to disclosure to all intervening stakeholders during the
167 investigation.

168 (c) Funding for Training on Alternative Fuels.

169 The Executive Office of Energy and Environmental Affairs and the Executive Office of
170 Labor and Workforce Development shall, joint and in collaboration, administer programs,
171 provide technical assistance, and develop regulations for a training fund to support the
172 establishment of apprenticeship programs to train Company employees on alternative energy
173 generation and distribution and raise the next generation of energy industry workers in the
174 Commonwealth.

175 Grants from the fund may be provided to Gas and Dual Fuel Companies for the
176 development and execution of training of their workforces on a competitive basis, based upon a
177 number of factors, including, but not limited to, the Company's demonstrated commitments to
178 (1) retaining and repurposing its highly skilled in-house gas workforce on a dual fuel or
179 alternative energy businesses, (2) maintaining high quality, longterm in-house employment
180 opportunities in energy distribution. Labor organizations representing Gas Company workers
181 and Dual Fuel Company workers may also apply for funding.

182 Alternative energy companies, including both generating or distributing companies, may
183 also apply for training grants from this fund to defray the cost of hiring and training workers
184 displaced by the Commonwealth's efforts to meet its net zero emissions goals. To qualify,
185 alternative energy companies must demonstrate that (1) they are developing and executing plans

186 for hiring, training and retention that include a demonstrated commitment to training and hiring
187 gas company employees and other workers displaced by the Commonwealth's transition to net
188 zero emissions, (2) they have or are in the process of developing robust in-house training
189 programs in the Commonwealth on alternative energy, and (3) their commitment to the creation
190 and maintenance of high quality, sustainable employment opportunities for displaced workers.

191 SECTION 4. Chapter 151A of the General Laws is hereby amended by adding the
192 following section:-

193 Section 75. (a) Definitions

194 For the purposes of this section, the following terms shall have the following meanings.

195 "Adversely affected employment", employment with an employer providing labor, goods,
196 and/or services facilitating the generation, distribution, or transmission of energy from fossil
197 fuels, including but not limited to the distribution of natural gas, which may be or are adversely
198 affected by the Commonwealth's efforts to realize its net zero emissions goals.

199 "Adversely affected worker", an individual who, because of lack of work in adversely
200 affected employment, has been totally or partially separated from such employment, or has been
201 threatened to be totally or partially separated from such employment.

202 "Adjustment assistance", any compensation, credit, benefit, funding, training, or service
203 provided under this section.

204 "Suitable employment", used with respect to an eligible adversely affected worker, means
205 employment at a wage that is not less than 90 percent of the wage the worker received on the day
206 before any partial or total separation.

207 "Applicable employer",

208 (1) an employer engaged in the generation, distribution/transmission of energy from
209 fossil fuels ("fossil fuel employer");

210 (2) an employer engaged in the generation, distribution, or transmission of fossil fuel
211 energy that also, either as a secondary component of its business or by corporate affiliation,
212 generates, distributes, or transmits another form of energy ("dual fuel employer"); distribute
213 natural gas and one or more other form of energy to commercial, governmental, and/or
214 residential ratepayers or,

215 (3) an employer providing labor, goods, and/or services in or to the renewable energy
216 industry ("alternative energy employer").

217 "Partial separation", used with respect to an individual who has not been totally
218 separated, means that such individual has experienced

219 (1) a reduction in hours of work to 80 percent or less of the individual's average weekly
220 hours in adversely affected employment; and

221 (2) a reduction in wages to 80 percent or less of the individual's average weekly wage in
222 such adversely affected employment.

223 "Threatened", used with respect to total or partial separation, means that an individual is
224 aware of imminent total or partial separation from employment with an applicable firm or with a
225 company with which the applicable firm is contracted to provide goods or services.

226 "Total separation", the layoff or severance of an adversely affected worker.

227 (b) Transition Related Unemployment Assistance.

228 (1) In general, the department of unemployment assistance shall make payments of
229 temporary additional unemployment compensation for up to 104 additional weeks to adversely
230 affected workers who have been totally separated:

231 (i) have exhausted all rights to regular unemployment compensation under the State law
232 or under Federal law with respect to a benefit year;

233 (ii) have no rights to regular compensation with respect to a week under such law or any
234 other State unemployment compensation law or to compensation under any other Federal law;
235 and

236 (iii) are able to work, available to work, and actively seeking work.

237 (2) Exhaustion of benefits

238 For purposes of paragraph (1), an adversely affected individual shall be deemed to have
239 exhausted such individual's rights to regular compensation under a State law when—

240 (i) no payments of regular compensation can be made under such law because such
241 individual has received all regular compensation available to such individual based on
242 employment or wages during such individual's base period; or

243 (ii) such individual's rights to such compensation have been terminated by reason of the
244 expiration of the benefit year with respect to which such rights existed.

245 (3) Weekly benefit amount.

246 In general, subject to paragraph, for purposes of any agreement under this section

247 (i) The amount of temporary additional unemployment compensation that shall be
248 payable to any applicable individual for any week of total unemployment shall be equal to the
249 amount of the regular compensation (including dependents' allowances) payable to such
250 individual during such individual's benefit year under the State law for a week of total
251 unemployment;

252 (ii) The terms and conditions of the State law which apply to claims for regular
253 compensation and to the payment thereof (including terms and conditions relating to availability
254 for work, active search for work, and refusal to accept work) shall apply to claims for temporary
255 additional unemployment compensation and the payment thereof; and

256 (iii) The maximum amount of temporary additional unemployment compensation payable
257 to any applicable individual is 156 weeks.

258 (4) Funding. Each applicable employer, as defined in this section, shall make
259 contributions as established by the department of unemployment assistance, pursuant to its
260 enabling authority under Chapter 151A, into a newly established Clean Energy Just Transition
261 Unemployment Trust Fund to cover the cost of these benefits. The department shall establishing
262 contribution rates and schedules as well as all relevant regulations for the Just Transition Trust
263 Fund to ensure that it is fully funded and may be utilized by all adversely affected employees
264 who are terminated no later than January 1, 2025. The department may also use funding from
265 the Trust Fund to establish programs and benefits for adversely affected workers to assist them in
266 obtaining training and replacement employment opportunities and to cover health insurance.

267 (c) Per Capita Tax Credits for Dual Fuel and Alternative Energy Companies Providing
268 Suitable Employment to adversely affected workers.

269 Dual and alternative energy companies providing suitable employment in a comparable
270 occupation to adversely affected workers shall be eligible for tax credits on a per capita basis
271 based on employment census over the course of the tax year. Such credits shall be established,
272 after rulemaking, by the Executive Office of Labor and Workforce Development and the
273 Department of Revenue no later than January 1, 2025.

274 SECTION 5. Chapter 23 of the General Laws is hereby amended by adding the following
275 section:

276 Section 26. Just Transition to Clean Energy

277 (a) In the department of career services, within the executive office of labor and
278 workforce development, there shall be a just transition office. The office shall ensure that
279 workers employed in the energy sector who are displaced due to efforts by the commonwealth or
280 the private sector to reduce greenhouse gas emissions or transition from fossil fuels to clean
281 energy have immediate access to employment and training opportunities in clean energy
282 industries and related fields. The just transition office shall also work with clean energy
283 businesses to ensure they act as responsible employers to further the commonwealth's workforce
284 and economic development goals. The just transition office shall also work to increase access to
285 employment and training opportunities in clean energy industries and related fields for residents
286 of environmental justice communities.

287 (b) The secretary of labor and workforce development shall appoint the director of the
288 office.

289 (c) Within the office there shall be a just transition advisory committee consisting of: (1)
290 the director of the office; (2) the secretary of labor and workforce development and the

291 commissioner of the department of energy resources, or their designees; (3) the director of the
292 office of clean energy equity in the executive office of energy and environmental affairs; (4) a
293 representative of employers in the gas utility sector appointed by the governor; (5) a
294 representative of employers in the electric power generation sector appointed by the governor;
295 (6) a representative of employers in the renewable electricity sector appointed by the governor;
296 (7) a representative of employers in the energy efficiency sector appointed by the governor; (8) a
297 representative of employers in the clean transportation sector appointed by the governor; (9) a
298 representative of employers in the clean heating sector appointed by the governor; (10) a
299 representative of employees in the gas utility sector appointed by the president of the
300 Massachusetts AFL-CIO; (11) a representative of employees in the electric power generation
301 sector appointed by the president of the Massachusetts AFL-CIO; (12) two representatives of
302 employees in the clean energy sector appointed by the president of the Massachusetts AFL-CIO;
303 (13) a representative of employees in the transportation sector appointed by the president of the
304 Massachusetts AFL-CIO; (14) the president of the Massachusetts Building Trades Council or a
305 designee, and (15) 2 representatives of environmental justice communities appointed by the
306 director of the office of clean energy equity.

307 (d) The committee shall be tasked with developing a just transition plan for the energy
308 sector that identifies workers currently employed in the sector by industry, trade, and job
309 classification, and contains relevant information including, but not limited to, current wage and
310 benefit packages and current licensing, certification and training requirements. The committee,
311 through the just transition plan, shall recommend education and training programs to enhance re-
312 employment opportunities within the energy sector, and services to support dislocated workers
313 displaced from jobs within the energy sector as a result of emissions-reducing policies and

314 advancements in clean energy technology. The just transition plan shall also recommend actions
315 to increase opportunities for residents of environmental justice communities to work in clean
316 energy industries.

317 (e) The just transition plan shall include provisions to:

318 (1) Administer climate adjustment assistance benefits that are similar in type, amount,
319 and duration to federal Trade Adjustment Assistance Benefits available pursuant to 20 CFR
320 617.20–617.49;

321 (2) Educate dislocated workers, in collaboration with employers of dislocated workers
322 and relevant labor unions, on re-employment or training opportunities, and how to apply for
323 climate adjustment assistance benefits;

324 (3) Provide training, cross-training, and re-training to workers displaced by gas
325 infrastructure loss in the commonwealth’s local distribution companies and related businesses;

326 (4) Address the workforce development challenges of the fossil fuel energy sector’s
327 shrinking workforce over the course of the commonwealth’s 25-year transition to a clean energy
328 economy;

329 (5) Incentivize the hiring of displaced energy sector workers with utilities, clean energy
330 industries, and related industries;

331 (6) Work with the Massachusetts Clean Energy Center to ensure that training and
332 employment opportunities for displaced energy sector workers are included in their initiatives,
333 incentives, funding opportunities, and projects;

334 (7) Work with the department of public utilities and other agencies regulating the energy
335 sector within the commonwealth to coordinate just transition initiatives, complementing the other
336 regulatory priorities of those agencies;

337 (8) Establish a fund to implement the just transition plan and its components, including
338 potential sources for sustainable short-term and long-term funding;

339 (9) Develop requirements, including the submission of a workforce transition plan, for
340 energy sector employers that are closing a facility or significantly reducing their workforces as a
341 result of efforts by the commonwealth or the private sector to reduce greenhouse gas emissions
342 or transition from fossil fuels to clean energy; and

343 (10) Increase access to employment and training opportunities in clean energy industries
344 and related fields for residents of environmental justice communities.

345 (f) Employers described in paragraph (i) of subsection (5) shall submit a workforce
346 transition plan to the office. Workforce transition plans shall be subject to section 10 of chapter
347 66 and shall include:

348 (1) The reasons for the workforce reduction or facility closure;

349 (2) The total number of workers by job classification and by geographic assignment
350 employed by the employer;

351 (3) The total number of workers whose existing jobs who will be retained, by job
352 classification and geographic location;

353 (4) The total number of workers whose existing jobs will be eliminated by the workforce
354 reduction or the closure of a facility, by job classification and geographic location;

355 (5) Whether each classification of workers whose jobs are being eliminated will be
356 offered employment in any other job classification or capacity by the employer; how many
357 employees in each classification will be offered employment; and whether the replacement
358 employment offered will provide comparable wages, benefits, and working conditions;

359 (6) Whether the employer is offering severance or early retirement benefits to impacted
360 workers; the value of the severance or early retirement benefits; whether the severance or early
361 retirement benefits are being provided to all or certain classes of workers; and how many
362 impacted workers intend to utilize these offerings;

363 (7) Whether the employer plans to transfer the work to a separate facility, enter a
364 contracting agreement for work previously performed by company employees, or otherwise
365 outsource work previously performed by company employees; and

366 (8) Whether the employer is a recipient of loans, grants, tax increment financing, or any
367 other financial incentive from the commonwealth, its independent state agencies, departments, or
368 corporations, or any municipality within the last 5 years.

369 SECTION 6. The Governor shall appoint representatives of labor organizations to
370 participate on state climate and energy advisory boards and committees that are consistent with
371 the energy advisory board and the energy efficiency advisory council set forth in M.G.L. c. 25
372 and other similarly situated committees and boards.