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4 Introduced: September 10, 2026
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7 FAIRBANKS NORTH STAR BOROUGH

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9 ORDINANCE NO. 2026 – 25

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11 AN ORDINANCE AMENDING FNSBC TITLE 16 TO ADD COMMUNITY WORKFORCE
12 AGREEMENT REQUIREMENTS FOR CONSTRUCTION PROJECTS
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14 WHEREAS, There is a shortage of skilled tradespeople in the Fairbanks
15 North Star Borough (Borough); and
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17 WHEREAS, The Borough has a duty to secure the highest and best
18 purchasing value of Borough funds; and
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20 WHEREAS, The use of a Community Workforce Agreement can grow the
21 construction trades workforce available for construction projects by promoting training
22 and employment in the building and construction trades, and supporting recruitment and
23 retention of workers who are entering a career in the trades throughout the duration of
24 a qualifying project; and
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26 WHEREAS, Other local governments, including the Municipality of
27 Anchorage and City and Borough of Juneau, have recognized the benefits of Community
28 Workforce Agreements (CWA)s in developing pathways to good jobs and lifetime careers
29 in the building trades; and
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31 WHEREAS, It is the objective of the Borough to promote cooperation,

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mitigate negative impacts on large Borough projects, minimize disruptions to Borough residents that affect health, safety and quality of life, and to ensure timely project completion; and

WHEREAS, It is the objective of the Borough to prevent workplace disruptions and expeditiously resolve workplace disputes as may arise on such projects; and

WHEREAS, These objectives can be economically and efficiently achieved by requiring an evaluation to determine whether a Community Workplace Agreement is appropriate when large construction projects paid for with Borough funds are undertaken; and

WHEREAS, Apprenticeship programs appropriately train the next generation of tradespeople to proficiently build in our sub-arctic environment, thus also reducing future energy costs; and

WHEREAS, Apprenticeship programs increase the number of proficient tradespeople in the community, and an increase in the supply of such trained tradespeople will both ultimately drive down construction costs through a larger competitive bidding pool and allow for more simultaneous construction projects to address the housing shortage; and

WHEREAS, In addition to the purposes listed above, the Borough also intends to further these important government interests through the adoption of a Community Workforce Agreement: reducing criminal recidivism; fostering employment opportunities for military veterans; increasing job opportunities for those who are socially

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or economically disadvantaged; and unifying the grievance process for large construction projects; and

WHEREAS, Research indicates that reentry employment programming significantly reduces criminal recidivism; and

WHEREAS, Fostering employment opportunities for military veterans serves the public good and honors the service of those who have served or are currently serving in the Armed Forces; and

WHEREAS, Increasing employment and training opportunities for socially or economically disadvantaged people serves to reduce dependence on public benefit programs and increases municipal-wide economic output; and

WHEREAS, Robust and clearly outlined grievance and arbitration processes eliminate confusion and increase both management and employee confidence in workplace agreements.

NOW, THEREFORE, BE IT ORDAINED by the Assembly of the Fairbanks North Star Borough:

Section 1. Classification. This ordinance is of a general and permanent nature and shall be codified.

Section 2. FNSBC 16.12.090, Authority to contract, is amended as follows:
A. Every Borough contract, contract modification, or change order is subject to the prior approval of the Borough Assembly or Finance Committee of the Borough Assembly, when the amount exceeds \$200,000. The Mayor may enter into contracts, contract

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modifications or change orders without Borough Assembly or Finance Committee approval when the contract amount is not expected to exceed \$200,000. For the purposes of this section, the contract amount shall include the total of all contracts, contract modifications, and change order amounts.

B. In the event that a contract modification or change order causes the total value of the contract to exceed the signatory authorities specified above, then an information copy of the change order and/or the contract amendment will be provided to the chairperson of the Finance Committee.

C. All Borough construction projects over \$3,500,000 must be reviewed for a community workforce agreement as required by this chapter.

Section 3. A new section, FNSBC 16.12.180, Community workforce agreement requirements, is added as follows:

A. Purpose and intent. It is the intent of the Assembly that a community workforce agreement (CWA) review team review and evaluate qualifying Borough construction projects to consider if a CWA could be used to advance important interests held by the Borough. The Borough's public policy is to use CWAs to the fullest extent allowed by law.

B. Qualifying Project. A qualifying project shall be a Borough construction project, whether for renovation, new construction, expansion, or demolition, in which the costs are estimated to exceed the amount of \$3,500,000. For purposes of this subsection, "costs" shall not include the costs of Borough contract management or architectural-engineering services. The overall construction project shall not be divided into smaller components or phases with the intent of avoiding application of the CWA policy.

C. CWA Review Team. A CWA review team is established consisting of the chief of staff or designee, public works director or designee, a member of the department with the qualifying project, a representative from the Fairbanks Building and Construction Trades Council (FBCT Council), and a contractor representative. The contractor representative shall be chosen through mutual consent reached by the Associated

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General Contractors of Alaska (AGC), Mechanical Contractors of Fairbanks (MCF) and the Alaska Chapter of the National Electrical Contractors Association (NECA). The public works director shall serve as the chair of the CWA review team. A decision or recommendation of the team shall be made by a simple majority vote.

D. Procedure

1. When a department proposes a qualifying project, before the chief procurement officer (CPO) procures the construction services for the project, it shall be referred to the CWA review team. The team shall determine whether a CWA is or is not required for the project and may require a CWA if supported by the review criteria in this section. The team will issue a decision in writing that includes a description of the relationship between use of a CWA and the Borough's interests. If the team determines that a CWA is required for the project, the chief of staff shall provide the master CWA to the chief procurement officer to include in the solicitation.

2. Construction projects that do not meet the threshold amount for a qualifying project but are phases or components of a larger construction project may be referred to the CWA team by the CPO for review under this section.

E. Review criteria. The CWA review team shall consider the following factors:

1. Government interests. The government interests and Borough goals that a CWA should fulfill may include, but are not limited to, timely and efficient completion of the project, minimizing costs and delays, workplace safety, ensuring labor peace and stability, supporting and growing a qualified and competent workforce in the building and construction trades, and developing viable economic activities in the community.

2. Qualifying project characteristics. The project criteria the CWA review team should consider may include, but is not limited to, scope of the project, complexity, the unique design and construction features, specialized labor needs and volume, number and types of trades required, and timeliness considerations.

3. Impact on bidding contractors. The CWA review team shall consider the impact on bidding contractors, particularly in regard to the costs of employee benefits.

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F. The CWA included in the procurement documents may only be revised or modified upon mutual written agreement between the contractor awarded a qualifying project and the FBCT Council. The parties to the CWA shall be the contractor and the FBCT Council. All contractors and subcontractors shall, as a condition of performing work on the qualifying project, become, and remain for the duration of the qualifying project signatory to and in full compliance with the CWA. The CWA shall, at a minimum, include terms effectuating the following:

1. promote employment on the qualifying project of apprentices enrolled in bona fide apprenticeship training programs, such that apprentice hours comprise at least 15% of total contract hours;

2. encourage the employment of military veterans, members of the National Guard or reservists;

3. promote the employment of socially and economically disadvantaged members of the community;

4. encourage employment of individuals struggling with reentry into the community after leaving a state correctional facility or incarceration, to reduce recidivism, through utilization of hiring halls maintained by the FBCT Council or its member labor organizations;

5. ensure that registration on the hiring hall "out of work" lists of the Trade Council's member labor organizations shall be open to all, whether or not such individuals are members of the labor organization;

6. contain a standardized grievance and arbitration procedure to resolve alleged violations of the CWA; and

7. include a process for an oversight committee to monitor progress of the project and for resolution of project-wide issues and disputes. The oversight committee shall be composed of an equal number of representatives each from the contractor and the FBCT Council, and of one representative of the Borough. The committee shall be empowered to address project-wide issues and disputes such as project policies and work

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rules, project safety, compliance with hiring requirements, apprenticeship utilization, job progress, and other significant issues that may affect the project. The committee shall track implementation of the CWA's apprentice, military, underrepresented groups and other hiring preferences and report progress to the Borough.

Section 4. Effective Date. This ordinance is effective at 5:00 p.m. on the 90th day following its adoption.

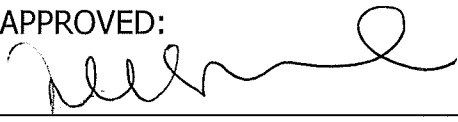
ADOPTED THE ____ DAY OF _____ 2026.

Scott Crass
Presiding Officer

ATTEST:

April Trickey, MMC
Borough Clerk

APPROVED:



Jill S. Dolan
Borough Attorney

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