

Meeting Minutes – Draft
Governing Board of the Green Empowerment Zone (GEZ)

Supervisor John Gioia, Chair
Assemblymember Lori Wilson, Vice Chair
Chuck Leonard, Vice Chair

Friday, May 15, 2026

9:30 AM

**1025 Escobar
Room 110A/B/C
Martinez, CA 94553**

ZOOM:

<https://cccouny-us.zoom.us/j/88323737930>

(888) 278-0254

Conference Code: 841892

1. The public may attend this meeting in person at the above location. The public may also attend this meeting remotely via Zoom or call-in.
2. Agenda Items: Items may be taken out of order based on the business of the day and preference of the Governing Board.

1. Call to Order and Roll Call.

Chair John Gioia called the meeting to order.

2. Public comment on items not on agenda
3. Review and Approve the Meeting Records of the March 20, 2026, Meeting.

There is a quorum to review and approve the Meeting Record from March 20, 2026.

A motion was made to approve March 20, 2026, minutes. All were in favor.

4. APPROVE a Letter of Support for Sustainable Aviation Fuel Coalition (SAF) Incentive Package from the Green Empowerment Zone

Currently Bay Area refineries supply most of the aviation fuel to the Bay Area airport, with most of it consisting of crude oil-based fuel. There have been incentives at the federal level that are no longer being supported. Phillips would like to supply to airlines a fuel that offers much lower greenhouse gas emissions. The purpose of having this on the agenda is to investigate policies that support facilities that move the GEZ along the pathway of zero emissions.

Board member Tiffany Roberts of Phillips 66 gave a brief history of the topic. This would allow California to diversify the fuel supply here. And Phillips 66, \$1.4 billion dollar facility conversion, shows how Phillips 66 is looking to advance the fuel being used in California.

Used cooking oil would be the main feed stock that would be used. This was chosen because airlines prefer non livestock feed stock. Also, California's fuel carbon fuel standard pushes for lower carbon intensity feedstocks.

Currently Phillips 66 can supply 35% of SFO's total jet fuel demand through sustainable aviation fuel.

A discussion arose around the tax credit and the type of feed stock being used and if the one chosen is the best available. For future letters of support the Governing Board requested staff reports be produced.

A motion was made to approve the support of the SAF support letter. Senator Cabaldon abstained, Board member Meitzenheimer abstained, Tiffany Roberts abstained, Councilmember Robinson abstained, Board member Sandeen alternate abstained, Vice Chair Wilson abstained.

Board Member Wechsler voted No

The motion passes.

5. RECEIVE Presentation from Governor's Office of Business and Economic Development (GO-Biz) on Opportunity Zones 2.0

Brian Coleman gave a presentation on Opportunity Zones 2.0. This federal incentive program is designed to provide tax incentives to encourage long term private investment in economically distressed areas. If any investor, institutional investor, or individual have realized capital gains, they can reinvest those capital gains into economically distressed low-income areas. This will give them certain federal tax advantages.

The zones that are nominated need to meet certain federal eligibility criteria. The Governor's office can nominate up to 25% of the eligible census tracts. The State anticipates 618 tracts for the 10-year designation cycle. The process commences on July 1st at the federal level. The State selection process will begin in June. The State will allow local jurisdictions to ability to recommend census tracts for nomination to the U.S. Treasury.

More information will be shared. Webinars will be held to assist in understanding the Opportunity Zones 2.0 program. Census Tracts nomination will be closed to local

jurisdictions on July 31st.

An item for the July 17th meeting will be included on the agenda will revisit this topic and discuss which tracts will be nominated by GEZ communities.

6. RECEIVE Update from UC Labor Center on Workforce and Community Benefits Research and Policy Discussion

Bay Area Manufacturing

- *Manufacturing employs over 300,000 workers in the Bay Area*
- *Manufacturing is the 6th largest industry in terms of employment in the Bay Area.*
- *It is a diverse sector in terms of types of production, ranging from food and beverage to pharmaceuticals to electronics and vehicles.*
 - *Many of these production processes are very well-aligned with clean energy manufacturing.*
- *The workforce is diverse: half foreign-born, 3 out of 10 are women.*
- *Just under half of the jobs don't typically require a 4-year degree for entry.*
- *There is room for improvement and innovation – improve job quality and increase productivity*

Union density in California manufacturing continues to decline from over 20% in the 1980s to around 5% today.

CEM Technology Workforce Analysis

Aims

- *Document what kinds of jobs exist in CEM*
- *Describe occupations and skills*
- *Gather information about job quality, including wages and benefits*
- *Explore connections to workforce development system*

Study Design

- *30 interviews with CEM firms*
- *Weighted toward firms with operations in CA; include non-CA firms*
- *6 interviews with local workforce development practitioners*
- *BLS data, O*NET, academic literature*

Firm Types

- 1. Start-ups: Developing prototype product; strong R&D focus*
- 2. Transitional firms: Taking prototype to market; continuing R&D*

3. *Manufacturing-to-scale firms: Full production and delivery to downstream vendors (e.g., OEMs)*

Key takeaway:

Bay Area has all three firm types. There is an additional draw for start-ups and transitional firms to locate, stay, and expand manufacturing operations in the Bay Area.

Local Workforce Development System

Robust and multifaceted but also fragmented and opaque

- *Community college system is big: 28 schools, many programs*
- *Existence of established labor training programs and labor-management partnerships*
- *Several workforce boards*
- *Can be difficult for firms, especially new ones, to find and navigate*

Workforce system challenges

- *Rigid funding mechanisms discourage or disallow innovative programs*
- *Tension between “responsiveness” of workforce system and “fickleness” of firms*

CEM Technology Workforce Analysis: Conclusions

- *CEM industry is located in Bay Area and growing*
- *Workforce is a major attraction for all firm types—firms want to stay here, expand here, and move here to access workforce*
- *Intervention is needed to retain skilled workers, especially displaced workers.*
- *Intervention is needed to skill new workers and build pathways into jobs, especially for disadvantaged and young workers*
- *Intervention is needed to improve quality of blue-collar production jobs by raising wages, building a pathway to unionization, and protecting worker safety and health*
- *Opportunity to leverage and refine the region’s robust workforce development System*
 - *Raise visibility and increase outreach to start-ups and relocating firms*
 - *Consolidate program information across skills sets—give firms and workers a clear map and help them navigate*
 - *Develop labor-management partnerships at the firm and sector levels as a bridge between workers, firms, and training programs*
- *Opportunity to leverage and expand existing funding for displaced workers (WIOA, DOGWF) and refine programming based on research and local*

experience (e.g. Marathon worker survey)

- o Certify skills; income supports; targeted re-skilling, not extensive training

Policy Research

Workforce Transition Policy

Strategic Foundation: Just transition programs succeed by combining worker supports (income, benefits, training) with place-based investments to create credible alternative employment.

Planning & Governance

- Outcomes depend on advance planning and local governance capacity
- It is not merely about whether training dollars exist, but if replacement jobs match wages and identity

Income & Training Synergy

- Wage Replacement is a critical complement to training
- Training works best when workers can afford to complete it and income support prevents forced early exit

The "Destination Lens"

- Connect payments to evidence of job placement and wage outcomes rather than simple enrollment
- Ensure training leads to a specific economic destination for the community

GEZ must overcome a Deep Structural Problem to Realize High Road Advantage. The GEZ must design structural incentives to promote stable, high-wage careers through collective bargaining agreements, skill mastery, and work organization of firms to capture productivity benefits

Training alone is not enough for workforce strategies. Policies that do not address management and work organizations may underperform. The GEZ should support worker skill development and technical assistance that assists firms

Task Bundling

Low bundling: A line worker who only performs routine tasks

High bundling: Incorporate nonroutine and analytical tasks. As well as allowing workers to develop interpersonal skills

Key Impact on Productivity

Even Higher Bundling of Tasks into Occupations leads to higher productivity, especially in high-tech manufacturing. This is what unions help with— work organization and training – and why they are so valuable for firms seeking to scale production. Unions also structure the sharing with workers the benefits of higher productivity

U.S. Manufacturing: Race to the Bottom

Recommendations to address labor gap, productivity, and equitable distribution

1. Set a Floor for Labor and Community Standards

- o Job Quality*
- o Access to Opportunity*
- o Community Benefits*

2. Build a High Road Advantage

- o Sector Strategies*
- o Tripartite Collaboration*
- o Innovation Support*

Use carrots for High Road Outcomes

- Conditional entitlements*
- Development agreements and infrastructure financing*
- Streamlined review processes for projects*
- Explicit integration into planning and permitting frameworks*
- Training funds*

7. The next meeting is currently scheduled for Friday, September 18 at 9:30 a.m. at 1025 Escobar St, Martinez

8. Adjourn

The date for the next meeting of the Governing Board of the Green Empowerment Zone will be Friday, July 17, 2026.

Vice Chair Leonard adjourned the meeting.