



February 16th, 2022

Board of Directors and President and CEO
Metrolinx
97 Front Street West,
Toronto, ON M5J 1E6

Dear Metrolinx Board and President and CEO,

We are writing to express our deep concern regarding a letter we received from President and CEO, Phil Verster, dated February 11, 2022 which informed us of a new corporate approach to community benefits on its new transit projects.

This letter was sent to TCBN in response to our letter dated January 18, 2022, requesting clarification about Metrolinx's approach to community benefits on these new projects. The proposed approach outlined in Mr. Verster's letter does not meet the basic standards and best practices pioneered by Metrolinx since 2013 in its adoption of its first Community Benefits Framework.

The Framework was the basis for community benefits language in the Project Agreement with the General Contractor that established the Project Co's accountability and responsibility for an Apprenticeship Plan, a Community Benefits Liaison Plan and a Declaration for 10% aspirational equity hiring target for all trade or craft working hours - not just apprenticeships.

Our expectation was that Metrolinx's approach to Community Benefits implementation would reflect the federal government's May 2021 transit funding announcement which outlined its commitments to CBAs and including employment thresholds for Indigenous, Black, People of Colour and women as part of the Ontario Line LRT, Eglinton West Extension LRT and Scarborough Subway Extension projects.

Instead, the approach as presented does not take into account the following elements which have been established in good faith over the past 7 years as a minimum standard expected by the community and the equity deserving groups it is meant to benefit:

- Community involvement to inform a model for Community Benefits Agreement which includes minimum targets, process and accountability mechanisms (putting community in CBAs)
- Setting of minimum employment thresholds/targets for local, equity seeking groups
- Specific opportunities for journeypersons, professional, administrative and technical positions to be included in workforce development plan

- Social procurement requirement, with contract opportunities created for local businesses, social enterprises and minority owned businesses
- Community Benefits Working Group, to be established on a project by project basis which includes TCBN's labour community representation, government and project consortiums representatives

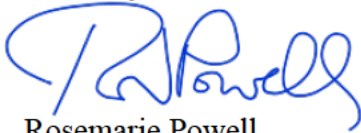
Metrolinx started something great that is creating meaningful and positive changes in people's lives. Based on our accomplishments together to date, and anticipating the new projects that are now underway through Metrolinx, in good faith, TCBN has been assisting community groups in the neighbourhoods that will be affected to expect nothing less. While we recognize there is room for improvement, it is a model that we believe is working but can't be fully achieved without all stakeholders including the community at the table.

TCBN is committed and is looking forward to continuing our engagement with Metrolinx and relevant provincial agencies to ensure a Community Benefits Agreement model that aligns with the community's expectations and best practices identified above.

If you require information or clarification, please do not hesitate to contact me by email or at

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Sincerely,



Rosemarie Powell,
Executive Director,
Toronto Community Benefits Network

CC. Karla Avis Birch, Chief Planning Officer, Metrolinx