

MetroPaint Strategic Plan | 2030 Regional Waste Plan Guidance
May 2021

Regional Waste Plan Goal & Actions		MetroPaint Connection
Goal 3: Ensure that all jobs in the garbage and recycling industry pay living wages and include good benefits.	3.1 Establish a living wage and benefits standard for the lowest-paid positions in the solid waste industry and update the standard on a regular basis. 3.4 Reduce the use of temporary and contract workers in the region's solid waste industry.	➔ Essential program functions currently rely on temporary contracted staff who have historically been paid less than Metro staff for the same work. Solid waste workers are some of the lowest paid staff in the Metro pay scale.
Goal 4: Increase the diversity of the workforce in all occupations where people of color, women and other historically marginalized communities are underrepresented.	4.1 Implement a workforce development and readiness program for garbage and recycling industry jobs. 4.2 Develop a career pathways strategy that aims to increase the diversity of workers in all solid waste occupations. 4.3 Conduct baseline and regular follow up studies of workforce diversity in the regional garbage and recycling industry, including an assessment of barriers to hiring and retaining people of color, women and other historically marginalized groups. 4.4 Design and implement programs that address safety, bullying and harassment in the workplace throughout the solid waste industry. 4.5 In partnership with community-based organizations, create workforce development programs within the reuse sector that focus on people with barriers to employment.	➔ The MetroPaint workforce has historically been staffed by majority men of color.

Goal 5:

Reduce the environmental and human health impacts of products and packaging that are made, sold, used or disposed in Oregon.

5.4 Advocate for product stewardship legislation and other policy approaches that can achieve the greatest reduction in environmental and human health impacts from products and packaging made, used or disposed in the region.

→ The PaintCare partnership is a product stewardship framework that ensures the region's discarded latex paint is collected and recycled locally.

Goal 9:

Increase knowledge among community members about garbage, recycling and reuse services.

9.1 Provide culturally responsive education and assistance for garbage, recycling and reuse services to residents and businesses.

→ Switching to the new Community Services and Education division means MetroPaint will be asked to increase community engagement and education opportunities.

Goal 10:

Provide regionally consistent services for garbage, recyclables and other priority materials that meet the needs of all users.

10.4 Provide convenient, accessible and equitable collection of hazardous waste from households and Conditionally Exempt Generators, prioritizing communities with greatest need.

→ Latex paint coming into the program is currently collected at the Household Hazardous Waste facilities, community collection events, and PaintCare drop sites around the region.

Goal 12:

Manage all garbage and recycling operations to reduce their nuisance, safety and environmental impacts on workers and the public.

12.1 Minimize the health and safety impacts of solid waste operations on employees, customers and neighboring communities, with particular focus on low-income communities and communities of color, and identify methods for repairing past harm.

12.4 Implement sustainability practices in the operation of public and private solid waste facilities to reduce energy use, utilize renewable energy, reduce equipment emissions, maximize the use of safe alternatives to toxic materials and achieve other environmental objectives.

→ Processing and producing paint exposes employees to chemical additives and fumes from paint. Any health and safety improvements represent direct benefits to a workforce made up of primarily of people who earn lower-incomes and people of color.

Goal 15:

Improve the systems for recovering recyclables, food scraps and yard debris to make them resilient to changing markets and evolving community needs.

15.3 Develop public-private partnerships to expand local markets for priority recyclable materials, with an emphasis on minority owned and other business owners from historically marginalized groups.

15.8 Advocate for statewide policies or implement regional policies that create a preference, incentive or requirement for use of recycling end-markets in Oregon and the Northwest.

→ Contracts with PaintCare and Miller Paint represent significant public-private partnerships that ensure paint discarded in Oregon is recycled in Oregon, and is sold within the region through local businesses.