



Be a Good Neighbor, Micron

Creating Enforceable Commitments for Central New York

JULY

2026



**JOBS TO
MOVE AMERICA**

PUBLIC GOODS FOR THE MOST PUBLIC GOOD

Contributors



About Jobs to Move America

Jobs to Move America (JMA) is a nonprofit, nonpartisan organization that conducts rigorous, independent research to develop the ideas, practices, and policies necessary to build a just new economy. For more than a decade, federal, state, and local policymakers have relied on JMA's research to inform their decision-making at the intersection of public procurement and emerging industries. JMA has recently produced leading insights into industries such as electric school bus manufacturing, microchip manufacturing, and lithium extraction.

AUTHOR

Anna N. Smith is a Senior Campaign Researcher for JMA's Northeast Team and the lead author of this report.

OTHER CONTRIBUTORS

HeeWon Brindle-Khym is the Research Director for JMA.

Table of Contents

01	Executive Summary
02	What is a Community Benefits Agreement?
03	Onondaga County Community Survey
04	Environmental Protections: Reducing Air and Water Pollution and Protecting Public Health A. Energy Use B. Water Use C. Pollution and Public Health Concerns D. Additional Environmental and Public Health Concerns
05	Job Quality and Access: High Wages, Benefits, and Job Quality Standards A. Job Quality at Micron B. Micron's Lack of Labor Commitments
06	Socioeconomic Impacts: Housing to Prevent Shortages, Displacement, and Rising Housing Costs A. Poverty and Housing Affordability Crisis in CNY B. Micron's Impacts on Public Transportation and Traffic
07	Why We Need a Community Benefits Agreement
08	Endnotes

Executive Summary

Micron Technology is coming to Central New York (CNY) and is scheduled to receive upwards of \$20 billion in public subsidies and tax credits from federal, state, and local governments.¹ Micron's arrival has been touted as an economic boon for upstate New York with the promise of thousands of good jobs, community investments, and environmentally sustainable growth. However, Micron has made few firm commitments on what will make these "good jobs," how community investments will positively impact those historically left out of economic opportunities, or how Micron will achieve its sustainability commitments and protect public health and safety. Moreover, many unanswered questions remain about the project's potential impacts on housing, energy affordability, access to clean air and water, and Micron's impact on New York State's ability to meet its climate goals.

A new community survey of Onondaga County voters sends a clear message from voters: Micron can be a major economic opportunity for Central New York, but only if public officials and the company ensure that local communities share in the benefits and are protected from the risks. While the poll found that 70% of Onondaga County voters surveyed support the project, the results reveal a clear demand for accountability with 87% of voters supporting legally binding requirements for Micron to make investments in job creation, environmental protection, and public infrastructure. Voters also recognize the project's potential: 87% say the facility will have a positive impact on jobs, and 81% say it will have a positive impact on the local economy. However, when voters were asked to rank their top priorities for Micron to meet, 59% listed enforcing environmental protections; 50% listed providing high wages, benefits, and job quality standards; and 37% listed investing in housing to prevent shortages, displacement, and rising housing costs.²

Executive Summary

Central New York has seen private companies make big promises in exchange for taxpayer dollars before, and Central New York has also seen those same private companies fail to live up to those promises. Given that Syracuse has one of the highest child-poverty rates in the country,³ it is particularly significant that survey results show support for legally binding commitments from Micron. Syracusans and Central New Yorkers simply cannot afford to give away public dollars with little to show for it. Micron's arrival is not, in and of itself, a sufficient investment. "Just like we are a group of really good neighbors in Central New York and we like to be good neighbors with the people who employ us, people who come here to live, and Micron needs to be a good neighbor to us," said Bonita Siegel, Clay resident and board member of the Urban Jobs Taskforce of Syracuse, Inc. With billions in public subsidies backing the project, Micron should commit to creating good jobs for Central New York residents while proactively minimizing the potential negative impacts on affordability, public services, and public health and environment.



JMA's Good Jobs Town Hall in Syracuse, New York, October 2024.

Credit: Jobs to Move America.

What is a Community Benefits Agreement?

In an effort to maximize the success of the Micron project, community leaders, educators, and environmentalists are working to ensure that public subsidies translate to real benefits for our community by calling for a community benefits agreement (CBA) that would:

- Provide fair opportunities for all workers and community members to share in the benefits the Micron facility generates; and
- Minimize harm to workers, residents, the community, and the environment from construction and operation of the facility.

Because Micron's current promises are largely nonbinding public assurances, a community benefits agreement containing enforceable commitments from Micron can offer the community a seat at the decision-making table. Community benefits agreements are legally enforceable agreements between private companies and coalitions of community, environmental, and labor groups. They have been used to ensure a wide range of benefits, including high-road job standards, equity measures, community investments, and environmental protections. Developing a comprehensive CBA that meets the unique needs of Central New York requires community stakeholders and Micron to collaborate on metrics, goals, and reporting requirements.

What is a Community Benefits Agreement?

CBA's promote:

- **Inclusiveness.** The CBA negotiation process can provide a mechanism to ensure that community concerns are heard and addressed, especially for low-income neighborhoods and communities of color, such as those in Syracuse that have historically been excluded from the development process.
- **Enforceability.** A CBA creates a mechanism to ensure that Micron's commitments are legally enforceable. Currently, many of Micron's promises lack monitoring or enforcement to ensure Micron provides real benefits to workers, the community, and the environment.
- **Accountability.** A CBA promotes public accountability by including regular reporting and monitoring of Micron's commitments.

Bipartisan support for a community benefits agreement

The legally binding commitments that a CBA can offer have broad support among Onondaga County voters. As noted, **87% of voters support legally binding requirements for Micron** to make investments in job creation, environmental protection, and public infrastructure. Support for legally binding requirements cuts across party lines, with 89% of Democrats, 86% of independents, and 84% of Republicans backing the proposal.

To understand why a CBA is necessary, we must first examine the broad range of impacts Micron will have on Central New York (CNY) and how surveyed registered voters in Onondaga County views those impacts. From environmental issues to socioeconomic issues, Micron's arrival will significantly reshape Central New York. Without enforceable guarantees that Micron will increase its investments and environmental protections, the tech giant's arrival may be an economic boon for Micron and a bust for New Yorkers.

Onondaga County Community Survey

Jobs to Move America and the Urban Jobs Task Force of Syracuse commissioned Data for Progress to conduct a survey of Onondaga County registered voters to better understand how community members feel about Micron. The survey polled 624 registered voters in Onondaga County from May 14 to 27, 2026. The survey was weighted to be representative of registered voters by age, gender, education, race, geography, and recalled presidential vote. The survey was conducted in English and has a margin of error of ± 4 percentage points.

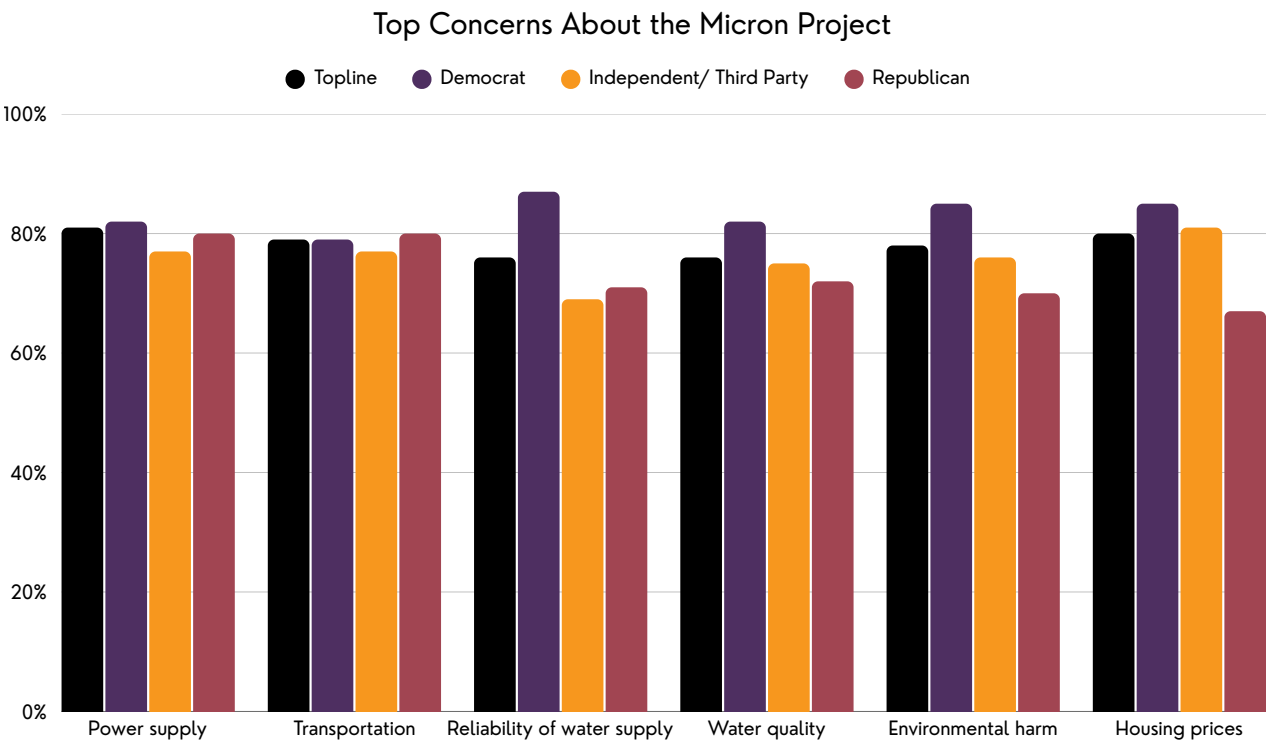
87% of Onondaga voters support legally binding requirements to ensure Micron delivers local benefits in exchange for the public support it has received, which is upwards of \$20 billion in federal, state, and local subsidies.

Voters surveyed also recognize the project's potential: 87% say the facility will have a positive impact on jobs, and 81% say it will have a positive impact on the local economy.

Survey respondents were asked how concerned or not concerned they were about Micron's impacts on various issues. As shown in the figure below, voters across parties expressed high levels of concern that Micron will impact various public services and infrastructure, including:

- Increase traffic or strain local roads and transportation systems (79%);
- Decrease the availability or reliability of the local water supply (76%);
- Decrease the functionality of the local water quality and wastewater systems (76%);
- Strain local power supply and energy infrastructure (80%);
- Create environmental harm in CNY, such as increased air and water pollution, and more chemical waste (78%); and
- Increase housing prices, making it harder to rent or purchase a home (80%).

Onondaga County Community Survey



When respondents were asked to select their top three priorities for standards Micron should meet either during or after construction, the leading responses were:

1. Enforcing environmental protections to reduce air and water pollution and protect public health
2. Providing high wages, benefits, and job quality standards
3. Investing in housing to prevent shortages, displacement, and rising housing costs

The following three sections will examine each of these priorities in turn, discussing more specific survey results and identifying particular concerns.

Environmental Protections: Reducing Air and Water Pollution and Protecting Public Health



No doubt this will be an economic shot-in-the-arm to the Central New York economy and for the workers of our area, but it is critical that we think of the potential impacts to the land, air, water, and wildlife from the facility, and make sure that Micron is held accountable to preventing environmental harm.⁴

– Donald Hughes, Syracuse resident and conservation chair of the Sierra Club Central & Northern NY Group



Community members are concerned about the various environmental, health, and safety hazards to CNY posed by Micron’s chipmaking complex. When asked to name top priorities for Micron to meet, Onondaga voters most frequently selected environmental protections to reduce air and water pollution and protect public health (59%).

Micron’s complex will use a massive amount of energy and water to operate, putting greater pressure on New York’s energy grid.⁵ Micron will also rely on fossil fuels⁶ which commentators suggest may put the state at risk of failing to meet its renewable energy goals and increase greenhouse gas emissions.⁷ Micron will also use hazardous chemicals in its production processes, including per- and polyfluoroalkyl substances (PFAS), also known as “forever chemicals.” PFAS pose risks not only to workers but also to the broader community and the environment.^{8,9} Hundreds of acres of wetlands are located on the Micron project site, and the destruction of these wetlands may impact various endangered species and affect flood risks to the area.¹⁰

This survey suggests Onondaga voters understand that Micron can benefit the region, but do not want to risk their environment and public safety without enforceable guardrails. Central New Yorkers remember Honeywell, Allied Signal, and the pollution of Onondaga Lake. Addressing this contamination has taken years, and cleanup efforts remain ongoing.¹¹

Environmental Protections: Reducing Air and Water Pollution and Protecting Public Health



Aggie Lane, a Syracuse resident and board member of the Urban Jobs Task Force, recalls the impact that unchecked industry had on Central New York, “We spent many, many years trying to clean up the toxic waste of Onondaga Lake and that was because there was no foresight back then about what we were doing to the environment. We have that now and going forward with this project [Micron] we must use all the technological skill and advancements that we already have to make sure that this wonderful resource for this region isn't polluted.”



A CBA can hold Micron accountable to higher standards with enforceable commitments that require Micron to protect the community, workers, and the environment. As one survey respondent put it, “This could be a win for our community if they invest in environmental issues and ensure a clean environment.”

Energy Use

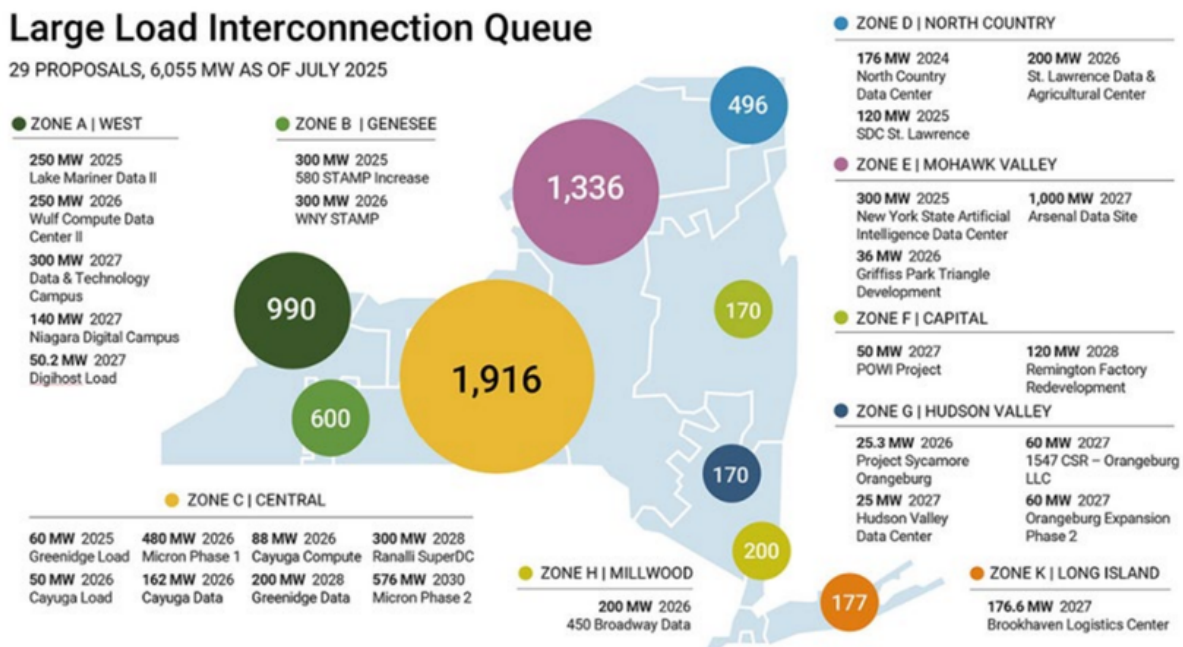
When surveyed, 80% of Onondaga voters said they were concerned that Micron could strain the local power supply and energy infrastructure.

- Upgrades to power, water, and wastewater systems could shift costs to ratepayers; neither Micron nor the utility companies servicing CNY have made clear whether ratepayers will bear the cost.

Environmental Protections: Reducing Air and Water Pollution and Protecting Public Health

Micron's Outsized Energy Use to Exceed CNY's Electricity Base Capacity

Micron will need 24/7 power¹² and will use 15,674 GWh of electricity a year at full buildout, which exceeds the total power used by existing customers in CNY (Load Zone C) in 2023.¹³ At full buildout, Micron could drive the total demand for electricity beyond the area's current capacity. Micron is expected to require more electricity than the entire load zone's current customers combined.¹⁴ The figure below shows the impact that Micron's first and second fabs will have on Load Zone C, with each fab representing one of the largest projected loads in the interconnection queue.¹⁵



Source: NYISO, "Energy-intensive Projects in NYISO's Interconnection Queue," August 26, 2025.¹⁶

Environmental Protections: Reducing Air and Water Pollution and Protecting Public Health

Water Use

As with concerns about power demand, 76% of survey respondents said they are concerned about Micron's impact on the availability or reliability of the local water supply. 76% also said they were concerned about a decrease in the functionality of the local water quality and wastewater systems. These concerns are broadly shared across municipalities in Onondaga County, particularly in Clay, Syracuse, and Cicero.

- Micron is expected to withdraw 48 million gallons of water per day from Lake Ontario at full buildout – more than the City of Syracuse uses per day.¹⁷
- Micron is expected to generate 8 million to 20 million gallons of liquid waste per day.¹⁸



Lake Ontario

Credit: National Museum of the Great Lakes

Environmental Protections: Reducing Air and Water Pollution and Protecting Public Health

Pollution and Public Health Concerns



Safety makes a big difference on our water, how we're living day to day. Just because someone may not have a six-figure income doesn't mean that they're any less of a human being, that safety doesn't matter to them. It should matter for everyone, and it should matter more for those that can help do something about it.

– Rhonda Vessey, Syracuse resident and co-founder and executive director of Food Access Healthy Neighborhoods Now!



Micron claims that “safety is a top priority”¹⁹ and has touted itself as “an industry leader in ensuring the safety of our team members and their communities.”²⁰ Despite these claims, Micron’s semiconductor manufacturing process will utilize hazardous chemicals. 78% of Onondaga voters said they are concerned about environmental harm from the project, including chemical waste.

Environmental Protections: Reducing Air and Water Pollution and Protecting Public Health

Pollution and Public Health Concerns

- ***Extremely Hazardous Substances and Forever Chemicals*** – Micron’s manufacturing process relies on a category of chemicals called PFAS. They are referred to as “forever chemicals” because they do not break down and linger in the environment. PFAS can persist in wastewater even after treatment,²¹ accumulate in organisms, and remain in bodies of water such as Lake Ontario, potentially impacting drinking water. Exposure to mixtures of different PFAS chemicals can result in cumulative adverse health effects. Even if the individual chemicals are at levels considered to be “safe,” a mixture may cause significant adverse health effects. The U.S. Environmental Protection Agency recognized this in developing the Hazard Index approach to Safe Drinking Water Act limits on four PFAS, which states, “The high likelihood for different PFAS to co-occur in drinking water; the additive health concerns when present in mixtures; the diversity and sheer number of PFAS; and their general presence and persistence in the environment and the human body are reflective of the environmental and public health challenges the American public faces with PFAS, which poses a particular threat for overburdened communities that experience disproportionate environmental impacts.”²²
- ***Lack of Chemical Transparency*** – Micron has failed to provide the public a comprehensive list of the hazardous chemicals it plans to use and the quantities of each. Without this, the public cannot assess health, safety, or environmental risks.

Environmental Protections: Reducing Air and Water Pollution and Protecting Public Health

Additional Environmental and Public Health Concerns

Greenhouse Gas Emissions & Insufficient Renewable Energy – Micron has flaunted their agreement to use 100% renewable energy once its facility begins operating.²³ However, their operations will nonetheless produce significant greenhouse gas emissions. Micron intends to mitigate the impact of their emissions in part by purchasing renewable energy credits and setting up power purchase agreements,²⁴ but these are widely understood to be ineffective in reducing fossil fuel emissions.²⁵ Instead of relying on these credits, Micron should be required to mitigate their greenhouse gas emissions with tangible actions such as generating additional renewable energy or implementing a high-quality carbon sequestration plan.

- *Greenhouse Gas Emissions* – In total, Micron expects to produce greenhouse gas emissions that approach 5 million metric tons of CO₂e (carbon dioxide equivalent) per year, over four times the community-wide emissions of the City of Syracuse in 2024.²⁶

Environmental Protections: Reducing Air and Water Pollution and Protecting Public Health

Additional Environmental and Public Health Concerns

Wetlands and Wildlife Loss – The Micron site contains around 422²⁷ acres of wetlands; nearly 300 of which will be permanently destroyed by the time Micron’s campus and its connected actions are fully constructed.²⁸ Wetlands are essential to human health and the environment. They provide habitat for more than one-third of the country’s threatened and endangered species, filter pollutants, buffer communities from flooding, and store carbon, helping to combat climate change.²⁹ Micron’s permanent destruction of wetland habitat will diminish these critical benefits.

Wildlife Impacts – Micron’s future location is home to several federally and state-listed endangered species, including the Indiana bat, northern long-eared bat, tricolored bat, northern harrier, and short-eared owl.³⁰ Habitat loss will impact roosting and maternity colonies and these bats may face major obstacles in relocating to an alternative habitat.³¹ Micron’s development may also harm threatened reptiles, amphibians, aquatic life, birds, and other organisms that are already experiencing population declines.



Wetlands at the Micron site in Clay, New York.
Credit: Catherine Landis for Syracuse.com

Job Quality and Access: High Wages, Benefits, and Job Quality Standards



As a longtime Micron veteran, I've seen memory cycles come and go; I've seen the excitement of new investment, but I've also seen countless friends laid off when the market sours. I support the community standing together using their numbers to ensure profits are shared fairly, and jobs protected when it becomes far too easy to eliminate them. Micron should be a good steward to the community and it takes worker voices to ensure all people are represented in the decisions that determine our future.

– Micron engineer based in Boise, Idaho with 26 years of experience at the company



The survey results show that the community believes Micron can be a major economic opportunity for the region, but the survey also demonstrates near-universal support for prioritizing local and disadvantaged workers. 91% say local hiring should be a priority. Among those, 68% say it should be a top priority, and 76% agree Micron should provide job training and opportunities for Central New York residents living in disadvantaged communities.

Job Quality and Access: High Wages, Benefits, and Job Quality Standards

Without clear commitments from Micron, it remains uncertain whether its jobs will be the high-quality, accessible jobs community members want. While Micron's project has the potential to bring major economic investment in Central New York, it's critical to assess whether Micron is truly creating quality manufacturing jobs or just extracting billions in state and federal subsidies without binding commitments to create quality jobs.



High paying jobs look like opportunity, looks like opportunity for friends and family who, whether you're a blue-collar or white-collar worker, you're an engineer, you're a fabricator, you're a janitor, or you're a plant manager; high-paying, highly trained local job opportunities mean opportunities for everyone, and that only comes when employers have good intentions, when they meet with the community, and are transparent with not just what they think are high-paying jobs, but what actually meets the market and the demands of everyday cost of living....it means opportunity, and it allows folks like my friends and family...to have a highly trained, high-paid level job.

– Christian Gonzalez, Albany resident and campaign lead at IUE-CWA



Job Quality and Access: High Wages, Benefits, and Job Quality Standards

Job Quality at Micron

Although 87% of respondents say the facility will have a positive impact on jobs, a top priority for respondents is providing high wages, benefits, and job quality standards.

- **Low Wages** – Micron has touted a \$100,000 average salary.³² However, according to Micron's own filings with state agencies, the company projects that around 80% of operational workers will receive a base salary below that level. Managerial and executive positions, projected to comprise only about 10% of the workforce, inflate Micron's average-salary estimate.³³
- **Low Job Accessibility** – Many of the production jobs will be out of reach for workers without advanced degrees. Within the first three years of operations, only 36% of the jobs created will be available to workers without an advanced degree.³⁴
- **Pay Discrepancy** – Among federal CHIPS Act recipients, Micron reported the highest CEO compensation in 2023: CEO Sanjay Mehrotra received \$25.3 million. His compensation rose to \$30 million in 2024,³⁵ while half of Micron's workers earned less than \$54,570 that year.³⁶
- **Occupational Health and Safety at Micron** – Micron has provided no job-specific risk assessments for its production workers in New York. Without an adequate risk assessment, it is not clear the level of risk that workers will face when it comes to reproductive and developmental hazards.³⁷

Job Quality and Access: High Wages, Benefits, and Job Quality Standards

Micron's Lack of Labor Commitments

79% of Onondaga voters agree that permanent operations workers at Micron should have the option to join a labor union if they choose. Across party lines, respondents also agree that Micron should prioritize hiring local workers given the amount of public funding it receives. Among respondents who listed local hiring as a top priority, 77% were Democrats, 67% were independent and third party, and 54% were Republicans.

- **Lack of Union Commitments** – Micron has said that it “respects the rights of workers to form and join trade unions of their own choosing, to bargain collectively and to peacefully assemble as permitted under applicable local law.”³⁸ However, despite IUE–CWA’s attempts to negotiate with Micron to establish a labor peace agreement in 2024, Micron has not made an enforceable commitment regarding workers’ rights to organize a union.³⁹
- **Lack of Local and Disadvantaged Hiring Commitments** – Micron says it aspires to hire veterans and women into its workforce, but it has not made enforceable commitments to do so. In fact, Micron has not yet provided any binding commitments on hiring from local or disadvantaged communities for permanent operations positions.



Semiconductor Worker

Credit: National Institute for Industry and Career Advancement

Job Quality and Access: High Wages, Benefits, and Job Quality Standards

MICRON'S HISTORY OF UNMET PROMISES

Micron has fallen well short of realizing its job-creation commitments in the past. As part of its \$70 million grant from the State of Virginia to support the expansion of its manufacturing facility in Manassas, Virginia, Micron committed to making \$2.9 Billion in capital investments and increasing employment by 1,106 by 2027. While Micron has met overall payroll and capital investment goals, it fell well short of its hiring commitments.

At the beginning of the grant period in 2019 and 2020, Micron had been meeting its hiring commitments. However, it failed to meet requirements in subsequent years. In 2021, new jobs declined by 39. The company blamed the pandemic for the slowdown, but Micron only added 38 new jobs in 2022, and in 2023, new jobs again declined by 265. This decline coincided with a global repositioning by Micron that led to a 10% reduction in its total workforce. It appears that Micron's broader business considerations trumped the commitments it made to the State of Virginia related to hiring.⁴⁰

Socioeconomic Impacts: Housing to Prevent Shortages, Displacement, and Rising Housing Costs



We taxpayers, already foot the bill for federal, state, and county subsidies for Micron and we shouldn't have to pay more for housing because Micron makes chips here. Existing overburdened residents should not have to pay more for their housing, nor be displaced by unaffordable housing costs.⁴¹

– John Przepiora, Syracuse resident and president and director of GreeningUSA



Although 81% of Onondaga voters generally believe that Micron will have a positive impact on the local economy, one of the respondents' top three priorities for Micron to meet was investing in housing to prevent shortages, displacement, and rising housing costs. Syracuse and surrounding areas already face high levels of poverty, economic segregation, aging infrastructure, and, crucially, a strained housing market with rising costs. Without clear, enforceable commitments to address housing concerns and equitable investments in the community, Micron's arrival could worsen existing inequities rather than help address them.

Socioeconomic Impacts: Housing to Prevent Shortages, Displacement, and Rising Housing Costs

Poverty and Housing Affordability Crisis in CNY

When survey respondents were asked how they felt about Micron's impact on housing, 50% of renters and 46% Syracuse respondents said that the company would have a negative impact compared with 37% of homeowners and 22% of respondents in Manlius, a wealthier area.⁴²

- **High Poverty Rate** – Economic inequality and segregation are prevalent in Onondaga County, particularly in Syracuse. Syracuse's poverty rate was 29.6% during 2018–2022, nearly four times the county average.⁴³
- **Housing Affordability** – In Onondaga County, over two-thirds of Black householders rent, but less than one-third of White householders rent.⁴⁴ In Syracuse, renters make up 58% of all households and 46% of Syracuse households earn less than \$35,000⁴⁵ and pay more than 30% of their income on housing.⁴⁶
- **Crumbling Housing Stock** – Onondaga County's housing infrastructure is extremely outdated. Advocates say Syracuse has one of the worst lead poisoning problems in the United States, warning that more than 14,000 homes in Syracuse may be served by lead water pipes and could have high levels of lead at the tap.⁴⁷ Population growth associated with Micron will require updates to existing housing infrastructure to protect the safety of current residents.
- **Impact on Ability to Buy a Home** – When asked how concerned they were about increases in housing prices making it harder to buy a home, 81% of renters, 76% of Black respondents, and 84% of female respondents said they were very concerned.
- **Housing Gap** – Micron's arrival is estimated to increase the CNY population by 64,000, with over 27,000 new households in the region. Of the projected housing need, 85% is estimated to be in Onondaga County and, within that, 32% in Syracuse.⁴⁸ While Micron has made recent progress with the creation of the Housing Central New York Fund, the Fund currently plans to create "at least" an additional 2,500 new homes across the entire six-county region (Cayuga, Cortland, Madison, Oneida, Onondaga, and Oswego),⁴⁹ a small share of the estimated 30,000 homes needed.

Socioeconomic Impacts: Housing to Prevent Shortages, Displacement, and Rising Housing Costs

Micron's Impacts on Public Transportation and Traffic

79% of respondents said they were concerned that Micron's arrival will lead to an increase in traffic or put strains on local roads and transportation systems.

- **Impact on Traffic** – Micron's arrival is expected to increase traffic along several already heavily trafficked roadways, including 1-481, Route 31, and Route 11.⁵⁰



Aerial view of Interstates 81 and 690 in Syracuse.

Credit: Michelle Breidenbach via Syracuse.com

Why We Need a Community Benefits Agreement



I'm really concerned about the fact that Micron is a trillion-dollar organization. And while we are a very well-educated, impressive community, we're really small potatoes. So why are they going to care or pay any attention to us? Well, I think they should care because who is it that's going to work in these plants? Who is it that's going to help them bring in those big bucks? And if they don't treat those people well, what's the ultimate end result of that? So being a good neighbor is really what you do to benefit not only your community, but yourself as well.

– Bonita Siegel, Clay resident and board member of The Urban Jobs Task Force of Syracuse, Inc.



New Yorkers deserve to know how their public funds are being spent, and workers and surrounding communities deserve to know how Micron is living up to its promises. A CBA can help the community ensure Micron's project is a national model for equitable economic growth and shared prosperity. The community deserves real commitments to good jobs and a safe environment.⁵¹

Why We Need a Community Benefits Agreement

Enforceability

Jobs Access, Workforce Development, and Equitable & Safe Workplace

Micron’s “Promises”	Micron’s Promises in Reality	CBA Commitments
<i>Micron claims that it prioritizes transparency, stating that it will “establish relevant goals and deliver on them with transparency.”⁵²</i>	✗ Many of Micron’s Community Investment Framework “commitments” are only in “good faith” ✗ With good-faith commitments, workers and the community have no guarantee that Micron keep its promises.	CBA’s are legally enforceable agreements that community groups negotiate to hold companies accountable to the promises made to local governments, workers, and communities.
<i>Commitments to provide employment opportunities for diverse and disadvantaged populations by establishing a hire target for disadvantaged populations.</i>	✗ Micron has yet to establish the targeted hiring goals set forth in Micron’s agreement with Empire State Development. The agreement also contains no mechanisms to publicly track progress and no consequences for failing to meet them. ✗ Only 669 of the 1,858 production jobs created during the first three years will be accessible to workers without advanced degrees.⁵³	Guarantee that a meaningful percentage of new hires come from marginalized local communities, particularly within the City of Syracuse; create a workforce development process focused on census tracts with the highest concentrations of poverty in the CNY region; and commit to workforce development and hiring policies and programs free from barriers to access.
<i>Creation of 9,000 high-paying jobs with an average annual salary of over \$100,000.</i>	✗ Micron has implied that all operational jobs will be high-paying; however, around 80% of its operational workers will not receive the \$100,000 average Micron has touted for its permanent workforce.⁵⁴	Commit to a diverse, equitable, inclusive, and accessible workplace and a family-sustaining compensation package with comprehensive benefits including robust medical insurance, paid time off, retirement, and on-site childcare or subsidies for childcare.

Why We Need a Community Benefits Agreement

Community Engagement: Housing and Transportation Justice and Equity

Micron’s “Promises”	Micron’s Promises in Reality	CBA Commitments
<i>Creation of the Community Investment Framework (CIF)</i>	✗ Micron is not contractually required to follow the CIF’s recommendations, and the CIF does not require public reporting. ⁵⁵	A CBA will provide accountability and transparency to the community with legally enforceable commitments and public reporting on those commitments.
<i>Investing funds through the Community Investment Fund</i>	✗ Micron is providing only half of the CIF’s funding, and the CIF represents just 1% of the public funds Micron will receive – a fraction of what the community deserves. ⁵⁶	A CBA ensures lasting commitments and investment in the community, its workers, and the environment.
<i>Micron will continue evaluating ways to support CNY</i>	✗ Micron has not made any commitments to provide continuous community engagement.	A CBA ensures community engagement by providing funding for independent community oversight and review councils that engage stakeholders and experts to monitor Micron’s economic, environmental, and social impacts and its fulfillment of commitments.

Why We Need a Community Benefits Agreement

Public Health and Safety, Environmental Health, and Resource Justice

Micron’s “Promises”	Micron’s Promises in Reality	CBA Commitments
<i>Micron claims that safety is a top priority</i>	✗ Micron will utilize hazardous chemicals. ⁵⁷ Micron provides few details about these chemicals or how they will be treated and monitored to ensure public safety.	Require Micron to use best practices to handle, treat, and monitor chemicals to protect community health and safety.
<i>Utilize 100% renewable energy</i>	✗ Micron will primarily rely on the purchase of renewable energy credits, which do not create new renewable energy. ⁵⁸	Create a comprehensive plan to develop new renewable energy and ensure adequate generation, grid, and storage infrastructure – without relying on renewable energy credits.
<i>Reduce greenhouse gas emissions by 42% from its global operations by 2030</i>	✗ Micron’s operations will primarily rely on non-renewable energy sources such as fossil fuels and will generate nearly 5 million metric tons of greenhouse gas emissions annually.⁵⁹ ✗ Operations will include a new 3.1-mile natural-gas distribution line to supply the estimated natural-gas demands of the Micron campus.⁶⁰	Require Micron to meet its 100% renewable energy commitment and support the goals of New York’s signature law to reduce greenhouse gas emissions.

Endnotes

1. Empire State Development (ESD), "Micron Term Sheet Fully Executed," September 2022, <https://esd.ny.gov/sites/default/files/Micron-Term-Sheet-Fully-Executed.pdf>; U.S. Department of Commerce (DOC), "Direct Funding Agreement between Micron New York Semiconductor Manufacturing LLC and U.S. Department of Commerce," December 9, 2024, <https://www.sec.gov/Archives/edgar/data/723125/000072312525000009/ex108nydirectfundingagreem.htm>; Mark Weiner, "See the incentives that helped lure Micron to Central New York," *Syracuse.com*, October 11, 2022, <https://www.syracuse.com/politics/2022/10/see-the-incentives-that-helped-lure-micron-to-central-new-york.html?>
2. Jobs to Move America, "Data for Progress Poll of Onondaga County," July 2026, <https://jobstomoveamerica.org/resource/data-for-progress-poll-of-onondaga-county/>.
3. Kevin Tampone, "Syracuse leads the U.S. with worst child poverty among bigger cities, census says," *Syracuse.com*, March 17, 2022, <https://www.syracuse.com/data/2022/03/syracuse-leads-the-us-with-worst-child-poverty-among-bigger-cities-census-says.html>.
4. Donald Hughes, "Hold Micron accountable for protecting community, environment, workers (Guest Opinion by Donald Hughes)," *Syracuse.com*, April 24, 2024, <https://www.syracuse.com/opinion/2024/04/hold-micron-accountable-for-protecting-community-environment-workers-guest-opinion-by-donald-hughes.html>.
5. Glenn Coin, "Utilities moving ahead to meet Micron's huge water and electrical demands," *Syracuse.com*, August 12, 2025, <https://www.syracuse.com/micron/2025/08/utilities-moving-ahead-to-meet-microns-huge-water-and-electrical-demands.html>.
6. U.S. Department of Commerce et al, "Micron Semiconductor Manufacturing Project, Clay, NY Final Environmental Impact Statement," November 2025, P. 3-198-199, https://ongoved.com/wp-content/uploads/2025/11/2025_1105_MicronNY_FEIS_Final.pdf.
7. New York Lawyers for the Public Interest, "Flouting the Law: Major State Agencies Are Ignoring New York's Climate Mandates," 2025, p. 20, https://www.nylpi.org/wp-content/uploads/2024/08/Flouting-the-Law_NY-Renews_NYLPI-Report_English.pdf.
8. DOC et al, "Micron Final Environmental Impact Statement," P. 3-249-3-250.
9. DOC et al, "Micron Final Environmental Impact Statement," P. 3-62; DOC et al, "Micron Final Environmental Impact Statement, Appendix L," p. L-5; National Institute of Standards and Technology, "Final Programmatic Environmental Assessment for Modernization and Expansion of Existing Semiconductor Fabrication Facilities under the CHIPS Incentives Program," June 2024, P. C-4, <https://www.nist.gov/system/files/documents/2024/06/28/Final%20PEA%20for%20Modernization%20and%20Expansion%20of%20Semiconductor%20Fabs%206-28-2024%20-%20OGC-508C.pdf>.
10. DOC et al, "Micron Final Environmental Impact Statement," P. 3-62.

Endnotes

11. U.S. Environmental Protection Agency (EPA), "Onondaga Lake Syracuse, NY Cleanup Activities," <https://cumulis.epa.gov/supercpad/SiteProfiles/index.cfm?fuseaction=second.cleanup&id=0203382>.
12. DOC et al, "Micron Final Environmental Impact Statement," P. 3-386.
13. DOC et al, "Micron Final Environmental Impact Statement," P. 3-275 & 3-280.
14. DOC et al, "Micron Final Environmental Impact Statement," P. 3-275 & 3-280.
15. DOC et al, "Micron Final Environmental Impact Statement," P. 3-280.
16. New York Independent System Operator, "Energy-intensive Projects in NYISO's Interconnection Queue," August 26, 2025, <https://www.nyiso.com/-/energy-intensive-projects-in-nyiso-s-interconnection-queue>.
17. DOC, et al. "Micron Semiconductor Manufacturing Project, Clay, NY Final Environmental Impact Statement." November, 2025. P. 3-286; City of Syracuse, Department of Water. "Consumer Confidence Report 2025 Newsletter." April 23, 2026, P. 5, <https://www.syr.gov/files/sharedassets/public/v/1/departments/water/documents/reports/drinking-water-reports/newsletter-2025-final.pdf>.
18. "Full Environmental Assessment Form Part 1 – Project and Setting," July 12, 2023, <https://ongoved.com/wp-content/uploads/2024/05/Revised-SEQRA-EAF-Part-I.pdf>.
19. Micron, "Micron Sustainability Report 2024," 2024, P. 52, <https://assets.micron.com/adobe/assets/urn:aaid:aem:f00b52c3-8031-40b2-ad18-3cdd4f594fc3/renditions/original/as/2024-micron-sustainability-report.pdf>.
20. Micron, "Micron Sustainability Report 2024," 2024, P. 53, <https://assets.micron.com/adobe/assets/urn:aaid:aem:f00b52c3-8031-40b2-ad18-3cdd4f594fc3/renditions/original/as/2024-micron-sustainability-report.pdf>.
21. Micron's wastewater will be treated at the Oak Orchard Wastewater Treatment Plant which will use Method 1633 to monitor PFAS in discharge. Method 1633 is a targeted analysis that identifies and quantifies only 40 chemical compounds in the PFAS class. The peer-reviewed literature reports that targeted analysis often detects less than 10% of the total organic fluorine of environmental concern. Charles Phillip et al. "Comprehensive review of combustion ion chromatography for the analysis of total, adsorbable, and extractable organic fluorine," *J. Sep.Sci*, no. 47 (15) 2400235 (2024), doi: 10.1002/jssc.202400235; Mahmut S. Ersan et al. "Advanced oxidation processes may transform unknown PFAS in groundwater into known products," *Chemosphere* 349 140865 (2024), doi: 10.1016/j.chemosphere.2023.140865; Lara Schultes et al. "Per- and polyfluoroalkyl substances and fluorine mass balance in cosmetic products from the Swedish market: implications for environmental emissions and human exposure," *Environ. Sci. Process Impacts* 20 (12) (2018): 1680-1690, <https://doi.org/10.1039/c8em00368h>.
22. EPA, "Per- and polyfluoroalkyl substances (PFAS): Perfluorooctanoic acid (PFOA) and Perfluorooctanesulfonic acid (PFOS) National Primary Drinking Water Regulation Rulemaking," June 2025.

Endnotes

23. ESD, "Micron Term Sheet Fully Executed," September 19, 2022, <https://esd.ny.gov/sites/default/files/Micron-Term-Sheet-Fully-Executed.pdf>.
24. DOC et al., "Micron Final Environmental Impact Statement," P. 0-9.
25. The U.S. Department of Energy has explicitly concluded that RECs are not effective in reducing GHG emissions or deploying additional renewable energy: "Given the impacts of adding load to the grid... purchasing an Energy Attribute Certificate from any low-GHG generator is not in and of itself sufficient to justify a claim of low lifecycle GHG emissions due to the presence of induced effects." U.S. Department of Energy (DOE), "Assessing Lifecycle Greenhouse Gas Emissions Associated with Electricity Use for the Section 45V Clean Hydrogen Production Tax Credit," 2023, P. 8, https://www.energy.gov/sites/default/files/2023-12/Assessing_Lifecycle_Greenhouse_Gas_Emissions_Associated_with_Electricity_Use_for_the_Section_45V_Clean_Hydrogen_Production_Tax_Credit.pdf.
26. In 2024, community-wide emissions in Syracuse were 1,113,941 metric tons of CO₂. When divided by the estimated 4,938,303 metric tons of CO₂ to be emitted by Micron, Micron's greenhouse gas emissions are roughly 4.43 times the amount of Syracuse's annual emissions. City of Syracuse, "2024 Greenhouse Gas Emissions Inventory," July, 2025, P. 4, <https://www.syr.gov/files/sharedassets/public/v/1/departments/planning/documents/final-syracuse-ghg-inventory-report-7.8.25.pdf>; DOC et al., "Micron Final Environmental Impact Statement," P. 215.
27. This figure includes state, federal, and non-jurisdictional wetlands. DOC et al., "Micron Final Environmental Impact Statement," P. 3-68 & 3-75.
28. DOC et al., "Micron Final Environmental Impact Statement," P. 3-65-68.
29. The Climate Trust, "Blue Carbon Rising," 2025, <https://climatetrust.org/news/blue-carbon-rising/>.
30. DOC et al., "Micron FEIS Appendix A-D," November 2025, P. 0-7, https://ongovod.com/wp-content/uploads/2025/11/2025_1105_MicronNY_FEIS_Appendix_A-D.pdf.
31. The proposed alternative roost sites are miles away, and it is uncertain whether bats are aware of these locations or if they provide suitable habitat. Finding these sites would require substantial energy and could pose significant risks. DOC, et al., "Micron FEIS Appendix A-D," November, 2025, P. 3-128.
32. Governor Kathy Hochul, "Hochul, Schumer, McMahon Announce: Micron is Coming to Onondaga County! Micron Will Invest an Unprecedented \$100 Billion Over the Next 20-Plus Years to Transform Central New York Into a Global, Leading-Edge Semiconductor Manufacturing Hub," New York State, October 4, 2022, <https://www.governor.ny.gov/news/hochul-schumer-mcmahon-announce-micron-coming-onondaga-county-micron-will-invest-unprecedented>.

Endnotes

33. According to Micron's PILOT application, engineers and technicians are projected to earn \$94,800 and \$68,600 per year, respectively. With 36 percent of operational workers serving as technicians, over a third of Micron's operational workers will not be receiving the \$100,000 salaries Micron has publicized. Onondaga County Industrial Development Agency (OCIDA), "Onondaga County Industrial Development Agency Application for Financial Assistance," July 14, 2023, <https://ongoved.com/wp-content/uploads/2023/03/OCIDA-Micron-Amended-and-Restated-Financial-Assistance-Application-6-10-2024-Executed-4886-7419-5655.1.pdf>.
34. Micron's PILOT application lists projected employment growth for the first three years of operations with only 669 positions created for Technicians (the only position available to those without a Bachelor's degree as described in Micron's EIS). OCIDA, "Onondaga County Industrial Development Agency Application for Financial Assistance," July 14, 2023, <https://ongoved.com/wp-content/uploads/2023/03/OCIDA-Micron-Amended-and-Restated-Financial-Assistance-Application-6-10-2024-Executed-4886-7419-5655.1.pdf>; DOC et al, "Micron Final Environmental Impact Statement," P. Q46-47.
35. AFL-CIO, "Highest-Paid CEOs," 2025, <https://aflcio.org/paywatch/highest-paid-ceos>.
36. Chris Mills Rodrigo, "Leveraging the CHIPS Program to Create Good Jobs for All Semiconductor Workers," Institute for Policy Studies, August 22, 2024, P. 9, <https://ips-dc.org/report-leveraging-chips-program-to-create-good-jobs>.
37. DOC et al, "Micron Semiconductor Manufacturing Project, Clay, NY Final Environmental Impact Statement, Appendix L," November 2025, P. 10-115.
38. Glenn Coin, "National labor unions are targeting Micron's Central NY project to organize the chip industry," *Syracuse.com*, May 30, 2024, <https://www.syracuse.com/business/2024/05/national-labor-unions-are-targeting-microns-central-ny-project-to-organize-the-chip-industry.html>.
39. Glenn Coin, "Labor union makes 'no meaningful progress' with Micron yet, but talks continue," *Syracuse.com*, July 26, 2024, <https://www.syracuse.com/business/2024/07/labor-union-makes-no-meaningful-progress-with-micron-yet-but-talks-continue.html>.
40. Micron Technology Inc., "FY19-FY23 Annual Progress Report Semiconductor Manufacturing Grant Program: Micron 2018 Expansion Project," received via VFOIA request, 2019-2023; "Micron Semiconductor Manufacturing Performance Agreement Executed," received via VFOIA request, 2018.
41. John Przepiora, "Micron report fails to address how we'll pay higher housing costs (Your Letters)," *Syracuse.com*, August 8, 2025, <https://www.syracuse.com/opinion/2025/08/micron-report-fails-to-address-how-well-pay-higher-housing-costs-your-letters.html>.

Endnotes

42. The median income in Syracuse is \$47,819 whereas the median income in Manlius is \$113,449. U.S. Census Bureau, "QuickFacts: Syracuse city, New York," 2024, <https://www.census.gov/quickfacts/fact/table/syracusecitynewyork/INC110224#INC110224>; U.S. Census Bureau, "QuickFacts: Manlius town, Onondaga County, New York," 2024, <https://www.census.gov/quickfacts/fact/table/manliustownonondagacountynewyork/PST045224>.
43. City of Syracuse by czbLLC, "Syracuse Housing Strategy," September 2024, P. 19, <https://www.czb.org/work/syracuse-housing-strategy>.
44. CNY Vitals, "Housing," <https://www.cnyvitals.org/housing/>.
45. City of Syracuse by czbLLC, "Syracuse Housing Study," June 2023, P. 17, <https://app.box.com/s/6h77dflf4kqo9ack97foh5tOmtrzd6ch>.
46. City of Syracuse by czbLLC, "Syracuse Housing Study," June 2023, P. 29, <https://app.box.com/s/6h77dflf4kqo9ack97foh5tOmtrzd6ch>.
47. Margie Kelly, "Syracuse Lead Levels Among the Highest Detected in Drinking Water for Decades; Higher than Flint and Newark," NRDC, October 16, 2024, <https://www.nrdc.org/press-releases/syracuse-lead-levels-among-highest-detected-drinking-water-decades-higher-flint-and>.
48. DOC et al, "Micron Final Environmental Impact Statement," P. 3-500 & 3-501.
49. ESD, "From Promise to Progress: Governor Hochul Launches New \$150 Million Housing Central New York Fund," New York State, February 19, 2026, <https://esd.ny.gov/esd-media-center/press-releases/promise-progress-governor-hochul-launches-new-150-million-housing>.
50. DOC et al, "Micron Final Environmental Impact Statement," P. 0-13,
51. Jobs to Move America and the Urban Jobs Task Force of Syracuse are members of CNY United for Community Benefits, a coalition of community organizations, educators, and environmental leaders calling for a legally enforceable Community Benefits Agreement (CBA) with Micron Technology. <https://centralnyunited.org/>.
52. Micron, "Sustainability Report 2025," January 2025, <https://assets.micron.com/adobe/assets/urn:aaid:aem:f2d2221a-6b76-4a98-9a06-f52fa958c91e/renditions/original/as/Micron-2025-Sustainability-Report.pdf>.
53. OCIDA, "Onondaga County Industrial Development Agency Application for Financial Assistance," July 14, 2023, P. 9.
54. OCIDA, "Onondaga County Industrial Development Agency Application for Financial Assistance," July 14, 2023. P. 9.
55. ESD, "Memorandum of Understanding for Micron Community Investment Framework in Central New York," October 27, 2022.

Endnotes

- 56. ESD, "Memorandum of Understanding for Micron Community Investment Framework in Central New York," October 27, 2022.
- 57. DOC et al, "Micron Final Environmental Impact Statement," P. 3-249-250.
- 58.DOC et al, "Micron Final Environmental Impact Statement," P. 0-9.
- 59.DOC, et al, "Micron Final Environmental Impact Statement," P. 3-215.
- 60.DOC, et al, "Micron Semiconductor Manufacturing Project, Clay, NY Final Environmental Impact Statement," November, 2025, P. 2-26.