



January 21, 2026

Sanjay Mehrotra
Chairman, President and CEO
Micron Technology
8000 S Federal Way
Boise, ID 83716, US

Re: Micron Central New York Chip Manufacturing Plant - Community Benefits Agreement

Dear Mr. Mehrotra:

The entire Central New York community is aware of and anticipating the major investment being made by Micron in cooperation with state, local, and federal agencies for a semiconductor plant beginning construction in Clay, NY. Congratulations on overseeing this significant development.

We are writing on behalf of CNY United for Community Benefits, a coalition of labor, community and environmental organizations from the Central New York region. We welcome the projected economic benefits to the region of the project, and we are encouraged by the workforce development and community investment goals already established between Micron and state and local government and educational institutions. Nonetheless, our coalition formed out of concern that the terms of these agreements remain short on specifics with no meaningful transparency and accountability mechanisms. Given the reported \$20 billion in public subsidies Micron stands to receive for this project, we expect Micron to take measures to ensure that the promised economic benefits translate into family-sustaining, safe and dignified jobs in your future permanent workforce and that underserved residents and neighborhoods in Central New York with the greatest economic need are first in line to access these jobs.

Similarly, the measures proposed in the Final Environmental Impact Statement to mitigate a range of alarming potential impacts – among them rising housing and utility costs, health and environmental harms, and straining public school budgets and other public services – point in some positive directions but still strike many experts and residents as inadequate to protect our communities. We are acutely aware of the [semiconductor industry's well-documented history of hazardous chemical use](#), [polluting the environment](#), and [harming workers, their families](#), and community members at large. Our Central NY community has already spent decades working to clean up [over 100 years of industrial pollution in Onondaga Lake](#) and we want to ensure our community and our environment is protected from further possible harms. We believe Micron can set and meet a high standard for social and environmental goals.

We believe the mechanism which can most successfully address these issues is a Community Benefits Agreement (CBA). Community benefits agreements are legally enforceable agreements between private companies and coalitions of community and labor groups. We

have seen such agreements negotiated by companies with coalitions like ours across the country become win-wins, where the employers, workers and community organizations work together to ensure the needs of all parties are met.

In the case of the Micron Central New York project, a comprehensive CBA will further fulfill Micron's commitments to being a good neighbor and to ensure that the community receives concrete, measurable benefits. In particular, such an agreement can:

- help the company attract and retain a skilled and trained workforce while addressing longstanding structural inequities and persistent poverty in our region's economy through equitable workforce development, hiring, and promotion commitments, elimination of barriers for disadvantaged populations, and guarantees of family-supporting wages and benefits.
- ensure Micron's significant energy and infrastructure needs are met without limiting current residents' access to clean air and water, affordable energy and housing, and well-resourced schools and other public services. Instead, the regional infrastructure and environment that we all will rely on can be strengthened and equitably accessed.

As a coalition made up of organizations and leaders with deep grassroots ties across the region and a broad set of expertise, we are available and ideally positioned to help develop such a CBA between the people of Central New York and Micron. The attached platform reflects the issues our broad coalition believes are critical to address in such an agreement.

To demonstrate our commitment to addressing these issues, representatives of our CNY United for Community Benefits coalition respectfully request a meeting with you and your management team to commence conversations regarding the creation of a full Community Benefits Agreement. If you would kindly respond to our designated representative, Khadeejah Ahmad, at kahmad@jobstomoveamerica.org, she can help arrange the initial details.

We look forward to the CNY Community and Micron working together to create a prosperous future for your company, the workers who power it, and the communities that support it.

Sincerely,

John Przepiora
Greening USA

Richard Kornbluth
CNY Solidarity Coalition

Emanuel B Henderson
JHP Industrial Supply, Inc

Frederick E. Kowal
United University
Professions

Rand Wilson
Chips Communities United

Andy Mager
Syracuse Cultural Workers
and Jewish Voice for
Peace-Syracuse

Aggie Lane
Urban Jobs Task Force of
Syracuse

Aundra Johnson
Central New York Coalition of
Black Trade Unionists

Bishop Dr. H. Bernard Alex
National Action Network
Syracuse Chapter

Donald Hughes
Sierra Club

Lee Cridland
Syracuse Peace Council

Sarah Ruhlen
Satter Ruhlen Law Firm
PLLC

Peter Arsenault, FAIA
Sustain CNY

Karen Haas
Sterling Water Stewards

Avrielle Miller
NY Renews

Cheryl Matt
Isaak Walton League CNY
Chapter

Rhonda S.Vesey
Food Access Healthy
Neighborhoods Now, Inc

Jenille Scott
ALIGN

Sonia Kragh
Climate Change Awareness
and Action

Jessica Maxwell
Workers Center of Central
New York

Gwendolyn Muok
Syracuse Onondaga County
NAACP

Khadeejah Ahmad
Jobs to Move America