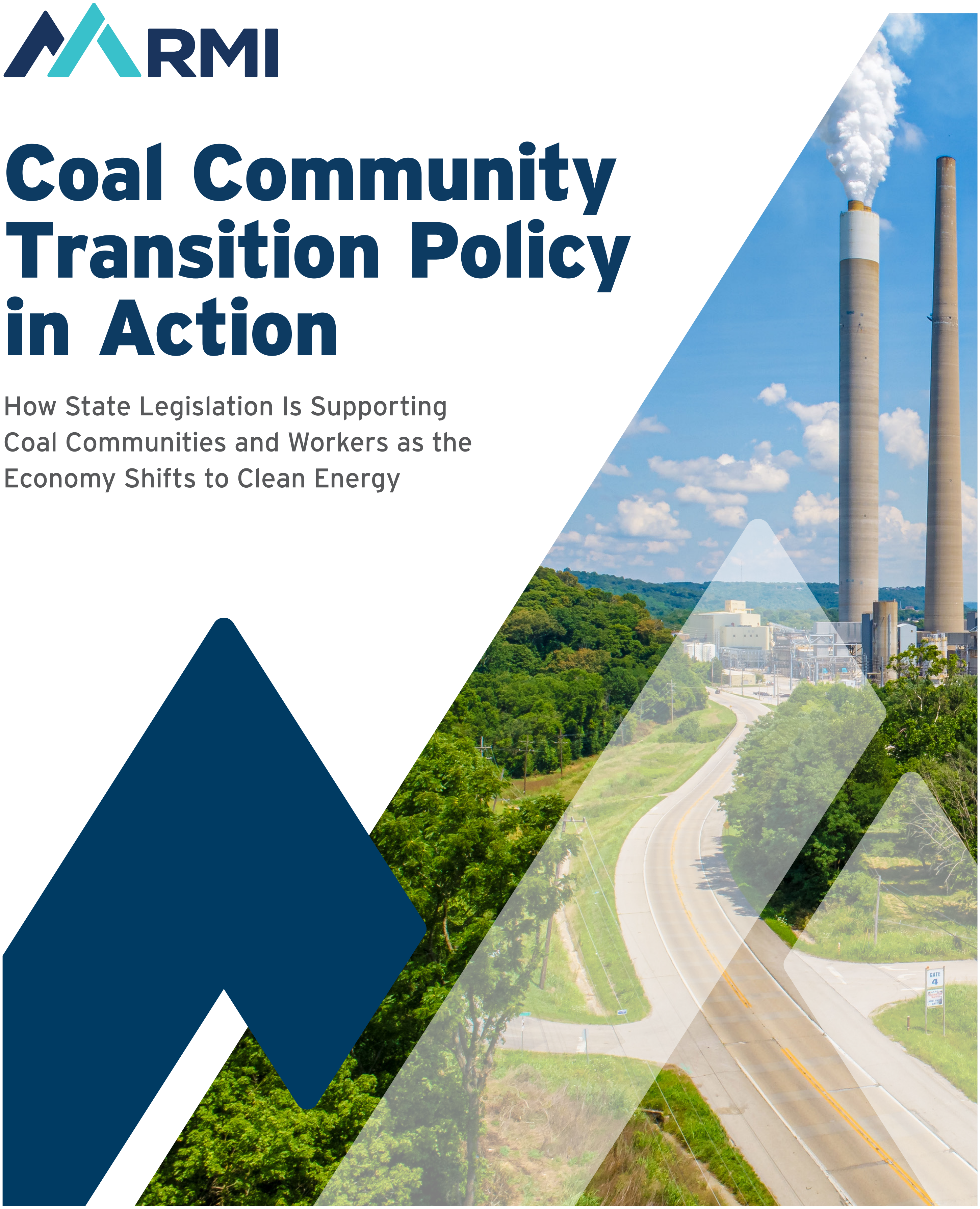
Coal Community Transition Policy in Action

How State Legislation Is Supporting Coal Communities and Workers as the Economy Shifts to Clean Energy



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About RMI

RMI is an independent nonprofit founded in 1982 that transforms global energy systems through market-driven solutions to align with a 1.5°C future and secure a clean, prosperous, zero-carbon future for all. We work in the world's most critical geographies and engage businesses, policymakers, communities, and NGOs to identify and scale energy system interventions that will cut greenhouse gas emissions at least 50 percent by 2030. RMI has offices in Basalt and Boulder, Colorado; New York City; Oakland, California; Washington, D.C.; and Beijing.

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Executive Summary

This report presents a comprehensive review of state legislation that supports coal communities and workers facing economic transition. As advocates and forward-looking policymakers work to meet the climate challenge, leaders in a growing number of states have advanced policies to support coal workers and communities as the economy shifts toward clean energy. State support is critical for communities navigating the changes that coal transition precipitates, including losses of well-paying jobs and local tax revenue.

RMI's fossil fuel recovery and revitalization framework identifies impacts that workers and communities often experience when coal plants and mines close, as well as policy solutions that can provide robust support.[1] This report uses RMI's framework to evaluate recent state legislation that has provided policy solutions to address the impacts faced by communities. Exhibit ES1 (on the next page) outlines the policy tools that are often included in state legislation.

The policy tools that are common to most state legislation meaningfully help communities resolve local challenges arising from coal phaseout, but most state policies are insufficient to ensure successful recovery and revitalization after coal closure. Based on this analysis, we find that the states have succeeded in several policy areas, notably:

- Developing coal transition plans to guide priorities for and distribution of resources
- Making requirements to convene or consult with stakeholder advisory groups during transition policy development and/or implementation
- Providing transition support to workers, primarily focused on training or education
- Providing economic planning and implementation assistance for coal communities
- Issuing funding, incentives, or mandates for public or private reinvestment in coal communities, often through new electricity infrastructure projects

Important policy gaps remain, and most state legislation does not include temporary wage and benefit assistance for dislocated workers and comprehensive cleanup requirements and resources. Exhibit ES1 identifies important policies that are covered by much of state legislation as well as common gaps. Each of these policies is categorized as funding-related or policy-related.

States can and will continue to be key leaders in coal workforce and community transition, but successful coal community transition depends on coordination across all levels of government and collaboration with affected stakeholders. The Interagency Working Group on Coal and Power Plant Communities and Economic Development (IWG), established by President Joe Biden in January 2021, is beginning to fill this gap through coordination across federal agencies with programs and funding that can support communities and workers in the energy transition. The IWG is also conducting outreach to coal communities and advocates and has created a clearinghouse of active funding opportunities.[2]

Exhibit ES1 High-Level Summary of State Legislative Action

	Policy Tools Present in State Legislation	Funding-Related Gaps in State Legislation	Policy-Related Gaps in State Legislation
Relief	**Training and education support for displaced workers**	Temporary wage differential, continued contributions to pension or healthcare support, relocation benefits (as a last resort)	Underemphasis on flexible educational benefits that enable displaced workers to make career changes Funding for and availability of counseling and social services
Relief	**Support to help communities understand when coal facility closure is likely to occur**	Temporary local revenue replacement for lost tax base or other funding	Fiscal reforms that enable greater local control of revenue uses and savings
Reclamation	**n/a**	Incentives or mandates to hire workers from and direct investment to communities disproportionately exposed to pollution	Inadequate consideration of fence-line and environmental justice communities as key stakeholders in coal phaseout
Reclamation	**n/a**	Support to address unfunded and underfunded environmental liabilities	Weak requirements to ensure coal sites are promptly and fully reclaimed after closure
Reclamation	**n/a**	Incentives to repurpose coal sites for new economic use	Asset mapping to evaluate opportunities for redevelopment of coal sites
Reinvestment	**Funding and support for local economic planning that supports economic diversification**	Funding is often insufficient to support full rollout of transition benefits	
Reinvestment	**Funding, incentives, or mandates for public or private reinvestment in coal communities, through electricity infrastructure projects**		Funding and mandates often restricted to the energy sector

Exhibit continued on next page

Exhibit ES1 High-Level Summary of State Legislative Action, Continued

	Policy Tools Present in State Legislation	Funding-Related Gaps in State Legislation	Policy-Related Gaps in State Legislation
Coordination and Collaboration	**Developing coal transition plans to guide priorities for and distribution of resources**	Funding to support local capacity building and planning	Limited provision of transition assistance before coal plant closure to ensure proactive transition strategies
Coordination and Collaboration	**Requirements for convening or consulting with stakeholder advisory groups during policy development and/or implementation**		Mandates that stakeholder convenings include public meetings

Source: RMI analysis of state legislation

Moving forward, federal policymakers, especially the US Congress, can learn from state leadership by expanding existing programs and creating new mechanisms to ensure comprehensive support for workers and communities dependent on the coal industry. Specifically:

- Congress should appropriate additional funding to programs that support local communities in economic planning, build capacity at the local level, support dislocated workers programs, and deal with unfunded reclamation needs.
- Congress should address policy gaps by focusing on creating new ways of providing income support for dislocated workers, establishing programs to provide temporary tax revenue for affected communities, prioritizing resources and programs for all disadvantaged communities, and driving climate-aligned economic diversification beyond the energy sector in coal communities.
- The IWG should help communities access new infrastructure funding and build on initial efforts to coordinate among federal agencies and governments at all levels.

Federal action is needed to ensure that resources reach all affected communities, and that is especially important in states that have not yet addressed these issues — in many cases, the states that have the greatest dependence on the coal industry also have the lowest political support for transition planning.

Federal leadership can broaden the reach of a strategic climate policy approach that ensures coal phaseout and clean-energy implementation are effective, inclusive, and durable. Achieving these climate and equity goals will require coordination among federal agencies and with state and local governments, as well as funding for climate and transition programs to support and reinvest in communities affected by and dependent on the fossil fuel industry.

Introduction

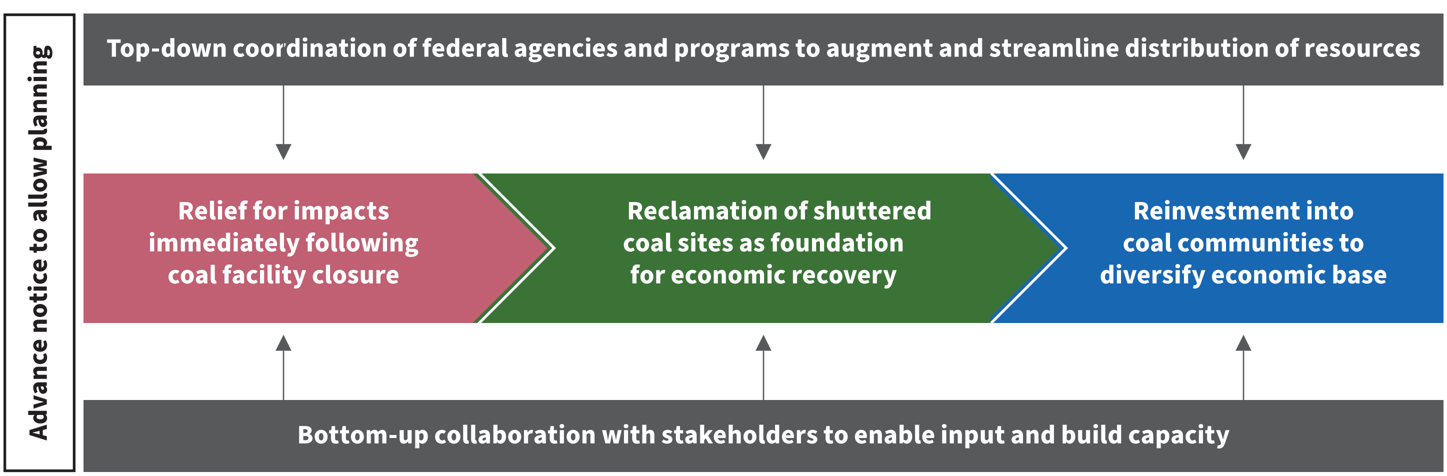
This report is one of the first comprehensive analyses of state-by-state legislation on coal workforce and community transition support. Using RMI's fossil fuel recovery and revitalization framework,[3] which is described in Exhibit 1 and *RMI's Fossil Fuel Recovery and Revitalization Framework* section (page 12), the report highlights the impacts of coal plant and mine closures, the policy approaches to address those impacts, and the extent to which state legislation has employed these approaches. A detailed summary of the transition-related policies and resources in each bill and links to the enrolled legislation can be found in the *Appendix*.

As advocates and forward-looking policymakers work to meet the climate challenge, leaders in a growing number of states have advanced policies to support coal workers and communities as the economy shifts toward clean energy.

State support is critical for communities navigating these seismic changes, which include losses of well-paying jobs, precipitous drops in local tax revenue, environmental liabilities, and unclear opportunities for new economic development. States can pilot potential policy approaches, reveal policy gaps, and provide opportunities for future policy coordination. While states can and will continue to be key leaders on coal workforce and community transition, coordination across all levels of government and collaboration with affected stakeholders are crucial. Federal policymakers, especially the US Congress, can learn from state leadership by expanding existing programs and creating new mechanisms to ensure comprehensive support for workers and communities dependent on the coal industry.

Concepts from state energy transition legislation are already informing federal policy. For example, the Biden administration's Justice40 Initiative to ensure that 40% of the benefits of clean-energy investment are directed toward disadvantaged communities, including coal communities, draws directly from New York's 2019 Climate Leadership and Community Protection Act.

Exhibit 1 RMI Framework for Community Recovery and Revitalization

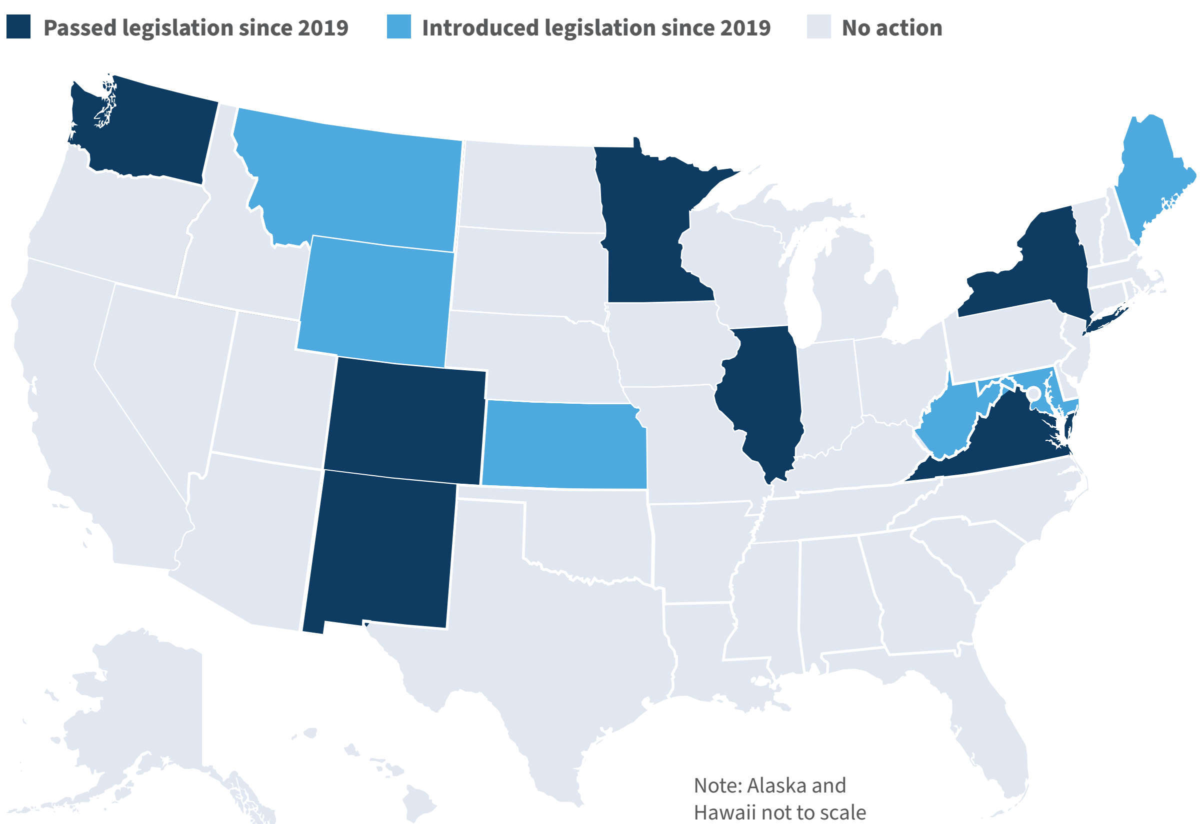


Source: RMI

The Interagency Working Group on Coal and Power Plant Communities and Economic Development (IWG) is beginning to address these issues by bringing together federal agencies with programs and funding that support communities and workers in various aspects of the energy transition. The IWG is also conducting outreach to coal communities and advocates and has created a clearinghouse of active funding opportunities.[4]

State legislatures have begun to grapple with the impacts of coal phaseout, especially over the past three years, responding to a growing number of coal plant closures and a dramatic decline in coal production over the past decade. Since 2019, seven states have enacted 14 bills to study, guide, or fund transition assistance to coal workers and communities (with two more transition-related laws enacted before 2019). An additional six states have introduced legislation, as illustrated in Exhibit 2.

Exhibit 2 **US States Introducing or Passing Coal Transition Legislation since 2019**



Source: RMI analysis of state legislation

Based on this analysis, we find that the most common state transition policy tools include:

- Developing coal transition plans to guide priorities for and distribution of resources
- Making requirements to convene or consult with stakeholder advisory groups during transition policy development and/or implementation
- Providing transition support to workers, primarily focused on training or education
- Providing economic planning and implementation assistance for coal communities
- Issuing funding, incentives, or mandates for public or private reinvestment in coal communities, often through new electricity infrastructure projects

Funding sources for these programs included private sector contributions, redirecting existing funding streams from climate- or energy-related funds, savings from ratepayer-backed securitization,[i] ratepayer charges, or general appropriations. While these transition supports are important ways to start tackling the local challenges of coal phaseout, there are significant gaps in most state policies that must be filled to ensure successful recovery and revitalization after coal closure. Exhibit 3 summarizes gaps common to most state policies that should be addressed in future state legislation or in a federal transition strategy.

Exhibit 3 High-Level Summary of State Legislative Action

	Policy Tools Present in State Legislation	Funding-Related Gaps in State Legislation	Policy-Related Gaps in State Legislation
Relief	**Training and education support for displaced workers**	Temporary wage differential, continued contributions to pension or healthcare support, relocation benefits (as a last resort)	Underemphasis on flexible educational benefits that enable displaced workers to make planned career changes Funding for and availability of counseling and social services
Relief	**Support to help communities understand when coal facility closure is likely to occur**	Temporary local revenue replacement for lost tax base or other funding	Fiscal reforms that enable greater local control of revenue uses and savings

Exhibit continued on next page

i Ratepayer-backed securitization is a financial tool that effectively allows utilities to refinance the remaining balances of their coal assets by issuing low-interest bonds that are backed by ratepayer charges. Securitization creates cost savings for utilities and ratepayers, and a portion of these cost savings can be dedicated to fund transition assistance.

Exhibit 3 High-Level Summary of State Legislative Action, Continued

	Policy Tools Present in State Legislation	Funding-Related Gaps in State Legislation	Policy-Related Gaps in State Legislation
Reclamation	**n/a**	Incentives or mandates to hire workers from and direct investment to communities disproportionately exposed to pollution	Inadequate consideration of fence-line and environmental justice communities as key stakeholders in coal phaseout
Reclamation	**n/a**	Support to address unfunded and underfunded environmental liabilities	Weak requirements to ensure coal sites are promptly and fully reclaimed after closure
Reclamation	**n/a**	Incentives to repurpose coal sites for new economic use	Asset mapping to evaluate opportunities for redevelopment of coal sites
Reinvestment	**Funding and support for local economic planning and project implementation that supports economic diversification**	Funding is often insufficient to support full rollout of transition benefits	
Reinvestment	**Funding, incentives, or mandates for public or private reinvestment in coal communities, through electricity infrastructure projects**		Funding and mandates often restricted to the energy sector
Coordination and Collaboration	**Developing coal transition plans to guide priorities for and distribution of resources**	Funding to support local capacity building and planning	Limited provision of transition assistance before coal plant closure to ensure proactive transition strategies
Coordination and Collaboration	**Requirements for convening or consulting with stakeholder advisory groups during policy development and/or implementation**		Mandates that stakeholder convenings include public meetings

Source: RMI analysis of state legislation

Federal leadership would broaden the reach for a strategic climate policy approach that ensures coal phaseout and clean-energy implementation are effective, inclusive, and durable. Achieving these climate and equity goals will require coordination among federal agencies and with state and local governments to disburse available funding most effectively to support and reinvest in communities affected by the fossil fuel industry transition.

RMI's Fossil Fuel Recovery and Revitalization Framework

A rapid transition from fossil fuels is essential to ensure a livable climate future and offers a crucial opportunity to ensure that the social, environmental, and health benefits of the clean-energy transition reach those most affected by the fossil fuel industry. The phaseout of fossil fuels should address the harms produced by ongoing fossil fuel use (i.e., the disproportionate burdens of fossil pollution and climate impacts), as well as the burdens generated by fossil fuel facility closures (i.e., concentrated economic losses for fossil fuel–dependent workers and communities). Managing both challenges is critical to ensure that the transition from fossil fuels is effective, durable, and equitable.

Losses of coal jobs and revenues are concentrated in a small handful of areas, which can devastate these communities even when total losses are small relative to the overall US workforce and economy. Climate policy must proactively provide support to address these transition impacts and prevent protracted economic decline in these communities, as well as to overcome political challenges to expedited coal phaseout. A well-designed policy approach that recognizes and proactively handles a full range of transition impacts, coordinates policy response, and collaborates with affected stakeholders is crucial to ensure that the fossil fuel transition uplifts — rather than abandons — fossil fuel workers and communities.

RMI's fossil fuel workforce and community revitalization framework will help policymakers and advocates develop comprehensive, strategic policies to create an equitable and effective transition from fossil fuels. By using this framework to understand the fossil fuel transition challenge, policymakers and advocates can better identify the timescales at which different fossil fuel transition impacts play out and can better design policy solutions to effectively deal with these impacts. The fossil fuel transition framework consists of three steps:

- **Relief** for workers and communities dependent on fossil fuel industries to alleviate losses of local revenue and jobs that arise *immediately* following fossil fuel facility closure
- **Reclamation** of remaining fossil fuel sites to prevent prolonged pollution risks and provide *short-* and *medium-term* economic activity
- **Reinvestment** into these communities to promote *long-term* economic resilience and diversification

Policy support across all three steps must be available long before fossil fuel facilities' final retirement date to allow fossil fuel workers and communities to plan for the transition. To deliver this support, transition policy must be closely **coordinated** across federal and state agencies to ensure the organized and effective rollout of transition policy. Policy development and implementation must be conducted in **collaboration** with workers and communities invested in fossil fuel industries to support local priorities, build local capacity, and meet local needs. For more details, see RMI's coal transition framework report.[5]

Drivers of State Transition Legislation

State legislatures have begun to address impacts on coal workers and communities meaningfully over the past three years. Before 2019, only two states had passed legislation on coal transition: Washington, in a 2011 bill to retire the state's sole coal plant, and New York, in a 2015 bill to supplement local government revenues lost because of power plant closure.

Illustrating the increasing magnitude of (and political attention to) coal transition impacts over the past three years, seven states have passed 14 additional coal transition bills: Colorado (2019, 2021, 2022), Illinois (2021), Minnesota (2020), New Mexico (2019, 2021), New York (2019), Virginia (2021), and Washington (2019).

The coal industry has declined dramatically across the country in the past decade. Power plant retirements announced through the first half of 2021 show that over half of coal generation capacity online in 2015 will retire by 2035.[6] Coal mining employment at the end of 2020 had declined 57% from its peak in 2011. Job losses have been concentrated in Central Appalachia and, more recently, in the West.[7]

Recent legislation that provides transition support also reflects a growing and important role for state leadership on climate policy. Colorado, Illinois, New Mexico, New York, and Washington have passed transition policies as part of broader climate packages: Illinois, New Mexico, New York, and Washington established 100% carbon-free electricity standards; Colorado set a 90% greenhouse gas (GHG) reduction target; and New York established a net-zero economy target. The coal transition portions of these bills will help mitigate the disruptive localized impacts of an accelerated transition away from fossil fuels.

State transition policies also helped bolster political support for ambitious climate action among stakeholders who have traditionally been wary of climate policy because of the potential for negative impacts on their constituents. For example, Colorado's GHG target passed with the support of labor unions representing workers in the coal industry, thanks to an accompanying bill (HB19-1314) that created the Office of Just Transition (OJT) to assess and address impacts of the clean-energy transition on coal workers and communities. The OJT has since become the primary institution providing coal transition support in the state, and legislators have appropriated additional funding and extended eligibility (HB21-1290 and HB22-1193).[8]

Not all transition legislation has been directly linked to climate policy. New York's S6408-C (2015) and Minnesota's HF1842 (2020) focused on transition impacts without broader climate or clean energy policies. Both bills were driven by city governments concerned about potential power plant retirements in their communities.

Policymakers in West Virginia and Wyoming have also shown increased interest in transition planning over the past two years, although political opposition to coal closure remains strong in both states and no legislation has passed. In 2020, the West Virginia House of Delegates unanimously passed a bill (HB4574) to create an Office of Coal and Timber Transition modeled on Colorado's OJT; a similar bill was introduced in 2021 (HB3198). In 2021, Wyoming introduced two transition-related bills: one to provide economic support to areas affected by major industry closures (HB0170) and another to help affected stakeholders plan for and respond to extractive industry transitions (HB0205). The Wyoming House of Representatives passed the former bill, and two House committees passed the latter bill. Transition planning in these two states still faces significant political barriers — in both states, the bills were altered significantly between introduction and their final votes and ultimately failed to pass. However, until recently, any discussion of coal closure was largely a political nonstarter. As the coal industry continues its decline, transition planning may become a more active policy discussion even in states where discussion of coal closure has historically been politically poisonous.

Exhibit 4 (on the next page) provides a state-by-state summary of the transition-related legislation surveyed. The *Appendix* includes a full summary of the transition-related portions of each state bill referenced in this report.

Exhibit 4 Associated Climage Legislation

State	Bill	Year	Short Title	Climate Action Included
Colorado	**SB19-236**	2019	Sunset Public Utilities Commission	Broader climate package included 90% GHG reduction standard.
	HB19-1314	2019	Just Transition from Coal-Based Electrical Energy Economy	Broader climate package included 90% GHG reduction standard.
	HB21-1149	2021	Energy Sector Career Pathway in Higher Education	
	HB21-1290	2021	Additional Funding for Just Transition	
	HB21-1324	2021	Promote Innovative And Clean Energy Technologies	
	HB22-1193	2022	Fund Just Transition Coal Workforce Programs	
Illinois	**SB2408**	2021	Energy Transition Act (Clean Energy Jobs Act)	Centerpiece was 100% carbon-free electricity by 2045.
Minnesota	**HF1842**	2020		
New Mexico	**SB0489**	2019	Energy Transition Act	Broader climate package included 100% carbon-free electricity standard.
	SB112	2021	Sustainable Economy Task Force	
New York	**S6408-C**	2015		
	S6599	2019		Broader climate package included 100% carbon-free electricity standard.
Virginia	**SB1247**	2021		Required utilities to study whether to retire carbon-emitting power plants as part of integrated resource planning; separate bill required 100% clean energy by 2050.
	HB1925	2021	Virginia Brownfield and Coal Mine Renewable Energy Grant Fund	Incentivized development of clean energy at former coal mining sites.
Washington	**SB5769**	2011		
	SB5116	2019		Broader climate package included 100% carbon-free electricity standard.

Note: The table lists the 16 state laws with just transition policies surveyed for this report. State leadership on transition legislation also reflects growing state ambitions on climate policy. Legislation surveyed in this report often included or was passed alongside other bills that sought to reduce GHG emissions or boost clean energy development.

Source: RMI analysis of state legislation[9]

Policy Approaches for Coal Workforce and Community Recovery and Revitalization

RMI's fossil fuel recovery and revitalization framework offers a lens to evaluate, summarize, and compare state legislation on coal transition.[10] The following sections map the policies included in each of the 16 bills surveyed with RMI's framework. Each section analyzes the most common policies in state legislation, identifies gaps in transition support, and provides recommendations for future transition policy development. The analysis focuses on the mandates and guidance explicitly provided in the legislation. Notably, the actual implementation of these policies may encompass a wider range of support because legislation often allows broad discretion for the development and implementation of supporting policies.

The *Appendix* includes tables that summarize information about each bill by state. These tables also indicate whether bills make transition assistance available to affected stakeholders before coal closure occurs or whether stakeholders are only eligible to access support after coal facilities have closed.

Relief

The closure of a major coal facility disrupts communities and affects workers immediately and sometimes can even have impacts immediately upon the announcement of the closure. People and places facing economic fallout from these changes will need support to respond to the impacts and get back on their feet. Temporary income support and flexible educational benefits give dislocated workers a chance to prepare for and find new jobs or transition into retirement. Without comprehensive policies and resources, workers tend to take the fastest path to new employment to continue to support their families, which may not be the optimal choice for their specific circumstances. Workers without comprehensive support are also more likely to relocate, further undermining the community's ability to recover.

For communities, temporary local tax replacement may be needed to fill gaps in tax revenue resulting from a closure. Sudden loss of revenue due to coal plant and mine closures often has dire local budget impacts, which may threaten governments' ability to repay outstanding debts, affecting credit ratings, or may require severe cutbacks to public services.[11]

Exhibit 5 (on the next page) outlines potential policy solutions to these problems and identifies existing gaps.

Exhibit 5 Policy Solutions that Can Provide Immediate Relief to Coal Workers and Communities Following Closure

⚠ Needs that are not well addressed by current laws. As described in the text, some states need to address even non-highlighted portions.

	Issue	Policy solutions
Relief	Losses of well-paying jobs	⚠ Temporary wage differential for displaced coal workers ⚠ Pension or health care support or guarantees for displaced coal workers • Retraining for displaced coal workers • Educational support for displaced coal workers (incl. apprenticeships, postsecondary education) • Career counseling and job placement resources for displaced coal workers • Mandates or incentives to rehire displaced coal workers ⚠ Relocation support for displaced coal workers (as a last resort)
Relief	Losses of local revenue and cuts to public services	⚠ Funding for temporary tax revenue replacement ⚠ Fiscal reforms that enable greater local control of revenue uses and savings
Relief	Lack of adequate knowledge about coal closure time line, impacts	• Advance notice before coal facility closure • Agreed-upon time line for coal phaseout • Studies or reporting to estimate timing, location, and impacts of coal closure • Funding or assistance for local economic planning before coal closure

Source: RMI analysis of state legislation

Loss of Well-Paying Jobs

Seven of the 16 bills surveyed contained resources to fund or study assistance to displaced coal workers. The most common benefits discussed in the legislative texts were worker training or education benefits. Additional support options were referenced much less frequently in legislation. Temporary wage and benefit replacement for dislocated workers and systematic, wraparound services to improve employment outcomes were not included in most bills. Temporary wage replacement or wage differentials (that make up any gap between the salaries of their old job compared with a new one) are critical supports that allow displaced workers the time to evaluate options and train for new opportunities.[12]

Only three states (Colorado, Illinois, and New Mexico) included incentives to rehire displaced coal workers. Illinois's bill required utility-scale renewable energy projects to use project labor agreements and pay prevailing wages and authorizes the creation of a dislocated workers bill of rights.

Legislative language on worker support tended to be broad, allowing for other forms of assistance beyond the benefits specified in the bill. Consequently, it is possible that displaced coal workers may receive assistance beyond what is listed in legislation. However, absent clearer state guidance on which worker benefits are authorized in transition legislation, workers may face difficulty navigating options for support or finding providers of support beyond training.

Loss of Local Tax Revenue and Cuts to Public Services

Only three bills contained policies to replace local tax revenues lost because of coal closure, illustrating a clear gap in state transition policies that threatens the fiscal health of coal communities. New York's 2015 bill created the Electric Generation Facility Cessation Mitigation fund to replace local revenues lost because of power plant closure. Colorado's SB19-236 required utilities to file a plan to compensate local governments for property tax revenue lost because of accelerated plant retirement, and also allowed this compensation to be recovered as part of a securitization financing order.[13] Illinois's bill created a number of funds designed to address the economic and social impacts of the closure of fossil fuel power plants, nuclear plants, or coal mines within its Energy Transition Assistance Fund, including Energy Transition Community Support grants (which can also be used for local tax revenue replacement) and the Clean Jobs Workforce Network Program.

Lack of Adequate Knowledge about Coal Closure Timeline and Impacts

Of the 16 bills surveyed, 6 contained requirements intended to improve transparency for workers and communities about when and where coal closures will take place. Five bills commissioned analyses to determine where coal closures were likely and to estimate the impacts of closure; these analyses would be conducted by state agencies, government bodies, or advisory councils.

Only four bills included requirements to ensure advance notice before coal closures (beyond the 60 days prior to closure that is already required by federal law[14]), either by prescribing a timeline for coal phaseout or requiring coal facility owners to notify state or local governments about closure plans. Colorado required utilities to notify affected communities within 30 days after the accelerated retirement of a power plant was approved, and at least six months before the retirement date. Illinois required at least two years' notice before any mass layoff, relocation, or employment loss at a coal mine or investor-owned power plant. Virginia required plant owners to notify affected local governments within 30 days of publicly announcing a power plant closure or within 30 days of making a filing with the Securities and Exchange Commission that would result in the closure of a plant. Virginia was also the only state to mandate public hearings before a plant closure, requiring affected local governments to host at least three public hearings in the six months after receiving notice of a closure. Washington's bill provided a schedule for retirement of each boiler in the state's sole coal plant, set to be fully closed by 2025.

Lessons from coal transitions across the globe illustrate that early action is a key determinant of how well affected stakeholders weather the impacts of coal closure.[15] Advance notice requirements will be particularly important for the more than 120 GW of remaining US coal capacity that does not yet have a retirement date before 2030. These plants will need to retire before their planned closure dates to limit the impacts of climate change and will likely face economic pressures to close early regardless of climate considerations.

Reclamation

Delays in reclaiming closed coal plants increase the risk that communities will face economic stagnation and further environmental contamination as sites age.[16] Coal mining reclamation is even more challenging, as a significant share of coal mining operators have not set aside sufficient funds to carry out mine reclamation as required by federal law.[17] Former coal sites that are fully, promptly, and safely reclaimed and remediated can offer employment opportunities for displaced coal workers or workers from communities affected by coal pollution.[18]

Because reclamation projects can align well with coal workers' existing skills, reclamation activities can help workers bridge the gap while training for new jobs or before retirement. Furthermore, valuable infrastructure from closed plants and mines, such as transmission lines and switchyards, rail and water access, and land, can be used to support new uses, such as data centers, manufacturing, and clean energy projects, offering clear opportunities for profitable and productive reuse of sites that would otherwise hamper community revitalization.

Finally, the worst health, economic, and environmental impacts of coal pollution fall disproportionately on environmental justice and fence-line communities, which are often people of color and low-income communities. And looking forward, the economic burden of the coal phaseout will fall on geographically concentrated coal workers and communities. Comprehensive cleanup can address historical harms to these communities and offer new jobs and economic opportunities, helping to ensure an equitable transition to clean energy.

Exhibit 6 outlines potential policy solutions to these problems and identifies existing gaps.

Exhibit 6 Policy Solutions that Support and Ensure Comprehensive Cleanup of Former Coal Sites

⚠ Needs that are not well addressed by current laws. Some states need to address even non-highlighted portions.

	Issue	Policy solutions
Reclamation	**Exposure to health hazards from residual plant or mine waste**	⚠ **Incentives or mandates to direct investment to communities disproportionately exposed** ⚠ **Studies to identify groups disproportionately exposed to health hazards** ⚠ **Incentives or mandates to hire workers from disproportionately exposed communities** ⚠ **Mandates for safety and health protections for workers on reclamation projects**
Reclamation	**Unclear or unfunded liabilities for reclamation**	⚠ **Asset mapping to evaluate opportunities for redevelopment of coal sites** • Incentives to repurpose coal sites for new economic use

Source: RMI analysis of state legislation

Unclear or Unfunded Liabilities for Reclamation

Only four bills included additional funding options or requirements for coal site reclamation. Washington and Virginia required coal plant owners to report on decommissioning plans; Washington's bill also required that plant owners demonstrate financial assurance for completing site reclamation. Colorado's and New Mexico's legislation allowed the costs of coal site decommissioning to be included as costs recovered in securitized bonds.

Only two bills included policies to encourage the reuse of coal sites for new economic activity. Illinois's legislation created a grant program to support the installation and operation of energy storage at former coal plant sites. Virginia's legislation created a grant program for renewable energy development on previous coal mine lands and brownfields, although it did not allocate any funding to the program.

Exposure to Health Hazards from Residual Plant or Mine Waste

Specific support for fence-line communities has been limited in coal transition–focused legislation, with only 5 of the 16 bills surveyed including specific benefits aimed at supporting these communities.[ii]

Of the bills surveyed, Illinois's legislation had the most systematic and robust efforts to assist environmental justice communities alongside coal communities. Illinois created five new clean energy training and employment programs that prioritized participation of residents of environmental justice communities, underserved or disadvantaged individuals, and displaced energy workers. Three additional clean energy training and employment programs were specifically for residents of environmental justice communities and underserved or disadvantaged individuals, including formerly incarcerated people and graduates of the foster care system. The legislation also set minimum hiring requirements for renewable energy projects, prioritizing displaced energy workers, residents of environmental justice communities, and underserved or disadvantaged individuals for at least 10% of employment opportunities, increasing to 30% by 2030.

Reinvestment

Fundamentally, coal transition impacts represent an economic challenge, not an energy-specific challenge. Clean energy development will likely not be a viable economic solution for many coal workers and communities and may not align with local resources or preferences for new development and employment. Investing in infrastructure, for example broadband, water and wastewater, roads, bridges, schools, and hospitals, can support a broader array of economic opportunities. These physical and social infrastructure upgrades will be needed to provide a strong economic foundation for communities' recovery from coal closure and to ensure that plans for a post-coal future align with local visions.

Acknowledging and addressing the social dimensions of coal transition is a crucial component of communities' holistic recovery process. Often these communities and families have identified with coal for generations and take pride in their rich heritage. The sudden decline of the coal industry can be damaging to mental health and can exacerbate other social and health problems, such as substance abuse.[19] Public funding or counseling services helps coal workers adjust to these major disruptions, and resources for museums or other forms of commemoration of a community's coal history can also help preserve these legacies.[20]

ii The relatively small number of bills in this analysis does not necessarily indicate an overall lack of state attention to environmental justice — measures to support environmental justice communities were often included in other legislation beyond the coal transition bills surveyed in this report.

Exhibit 7 Policy Solutions that Support and Ensure Comprehensive Cleanup of Former Coal Sites

⚠ Needs that are not well addressed by current laws. Some states need to address even non-highlighted portions.

	Issue	Policy solutions
Reinvestment	**Difficulty attracting new sources of economic activity**	• Funding or assistance for local economic development projects ⚠ Small-business resources, prioritizing displaced coal workers and underserved communities • Funding or incentives for local infrastructure investments ⚠ Inclusive financing mechanisms to invest or reinvest in communities
	Loss of cultural or social attachments centered on coal	⚠ Funding for and availability of counseling and social services ⚠ Creation of commemorative monuments or symbolic recognition

Source: RMI analysis of state legislation

Exhibit 7 outlines potential policy solutions to these problems and identifies existing gaps.

Difficulty Attracting New Sources of Economic Activity

Of the 16 bills surveyed, 7 included policies for economic planning, infrastructure development, or reinvestment in communities where coal plants or mines have closed. Economic planning support was generally structured as grants that could be used for a broad range of economic development and diversification activities, which provides latitude to local governments to shape their own desired outcomes.

Infrastructure and reinvestment mandates were often focused on electricity infrastructure, such as providing funding for clean energy and energy-efficiency projects in affected communities or incentivizing utilities to build new power infrastructure in former coal communities. Clean energy infrastructure, especially large-scale solar and wind operations, can provide some tax revenue to local communities where renewable energy resources are favorable.[21] However, localities that depend significantly on extraction-related revenue, such as production and severance taxes, will likely be unable to replace the full value of revenue losses from clean energy projects alone, underscoring the need to invest in economic development more broadly than the energy sector.

Loss of Cultural or Social Attachments Centered on Coal

Only one bill offered a nod toward the cultural impacts of coal closure. Illinois created a new Energy Transition Community Support grant program, which can be used to plan for or address the economic or cultural impacts of energy transition. However, the legislation did not provide guidance on what types of social impact programs would be funded or how social impacts would be compared with economic impacts during the grant application process. As a result, it is unclear the extent to which these funds will ultimately be used to deal with social ramifications of coal closure.

Coordination and Collaboration

Ensuring a successful transition for coal communities and workers involves a wide range of policy interventions across multiple government agencies and at all levels of government. The complexity of the problem and the need to ensure comprehensive solutions points to the critical need for coordination among agencies and collaboration with affected communities. Furthermore, local governments and dislocated workers may not be familiar with the resources they are eligible for, or they may be too burdened with other obligations to undergo the often-onerous process of applying for these resources. Successful implementation of transition policies requires resources to build local capacity, for example, by providing dedicated resources and personnel for transition planning, helping local governments apply for federal grants, helping displaced workers apply for educational or financial benefits, reducing barriers to qualifying for benefits, and conducting local outreach sessions to raise awareness of available options for support.

Finally, a successful transition from coal must prioritize robust stakeholder engagement in policy development and implementation. That means going beyond working groups or committees alone — for example, also including public meetings to improve on-the-ground engagement. These approaches should drive leadership in transition decision-making and implementation, rather than serving as an educational or informational tool.[iii] Exhibit 8 outlines potential policy solutions to these problems and identifies existing gaps.

Exhibit 8 **Policy Solutions that Support Coordination and Collaboration with Affected Communities**

⚠ Needs that are not well addressed by current laws. Some states need to address even non-highlighted portions.

	Issue	Policy solutions
Coordination and Collaboration	**Difficulties coordinating resources to support recovery**	• Creation of government offices or bodies to coordinate resources for affected communities • Development of local one-stop shops for community leaders and workers to access resources, either through new or strengthened existing local institutions
	Lack of local capacity	• Investing in trusted local institutions • Technical assistance or workshops for supporting grant writing to access resources
	Lack of trust	• Investing time in building relationships in communities • Resources to promote dialogue among local groups
	Lack of adequate consultation	⚠ **Convening or consulting stakeholder advisory groups to guide planning and funding** • Mandates for public meetings to guide recovery and revitalization ⚠ **Outreach and engagement efforts to assist local access to coal transition support resources**

Source: RMI analysis of state legislation

iii For more details about effective stakeholder engagement approaches, see Claire Wang, et al., *Ensuring an Inclusive Clean Energy Transition: A Recovery and Revitalization Framework for Coal Workers and Communities*, RMI, May 2022, **https://rmi.org/insight/ensuring-an-inclusive-clean-energy-transition/**.

Difficulties Coordinating Resources to Support Recovery from Coal Closure

Eight of the bills surveyed in this report included efforts to coordinate state transition strategies or collaborate with affected stakeholders. The most common coordination strategy was to task government agencies or working groups with creating a coal transition plan outlining where or how to target transition assistance. Colorado was the only state that created a new office to oversee the coal transition — the OJT was created in 2019 to conduct initial analysis and planning on transition support (HB19-1314). In 2021, the office received $8 million in funding to disburse to affected communities (HB21-1290), and in 2022, the legislature adjusted the appropriation and focused on a few specific programs (HB22-1193). In other states, coordination of state resources was managed by committees and councils or by existing state agencies.

Lack of Capacity to Access Transition Support Resources

Only three bills included resources to help build local capacity to access transition support resources. Colorado's 2019 bill tasked the Just Transition Advisory Committee with studying options to target assistance to communities and educate dislocated workers on how to apply for transition benefits. Colorado's 2021 bill allowed funds from its newly created Worker Assistance Program to be used to provide workers with individualized financial or transition planning. Illinois's legislation included several policies to help individuals access its clean energy worker training and hiring programs, including creating a barrier reduction program to assist those who may face difficulty accessing worker programs, designating community-based organizations to conduct outreach and recruitment for worker programs, and requiring the state to educate displaced energy workers about available transition support. Stakeholder groups such as these can build relationships among local stakeholders and government officials, and the partnerships help to build trust in the process.

Lack of Adequate Consultation in Coal Closure Process

Eight of the bills surveyed convened stakeholder advisory groups to provide recommendations on transition policy development, conduct analysis of transition-related impacts, or advise how to disburse transition assistance funds. Few state bills explicitly mandated that public meetings be held to inform the development of state transition policy; however, convenors may independently choose to hold public meetings as part of their stakeholder engagement process. For example, although the bill authorizing Colorado's OJT did not mandate public meetings, the OJT and Just Transition Advisory Committee hosted in-person listening sessions in two coal communities and continued to conduct outreach virtually through the COVID-19 pandemic.

Funding

Of the 16 bills surveyed, 7 provided funding for direct benefits to workers and communities. These funding sources included private sector contributions, redirection of existing funding streams from climate- or energy-related funds, ratepayer-backed securitization costs, ratepayer charges, or general appropriations.

Because nearly all states are required to balance their budgets, they are constrained in their ability to fund transition assistance. States can generate new sources of revenue by requiring utilities and coal mine owners to contribute to transition assistance (e.g., mandating new contributions or ensuring that companies fulfill their obligations to fund worker pensions and local taxes), allowing securitization to be used as a source of transition funding, introducing new ratepayer charges, or creating new fees on coal-related industries. These pathways provide policymakers with greater control over who ultimately bears the cost of providing transition support. However, these approaches can be politically and legislatively challenging, and may take years to negotiate and finalize even as the shift to clean energy accelerates.

Funding approaches that require payments by ratepayers can introduce equity concerns because of the regressive impact of ratepayer charges. Low-income households spend approximately three times as much of their income on energy as non-low-income households, meaning that new ratepayer charges can exacerbate existing economic inequalities.[22] Funding approaches such as ratepayer-backed securitization for early coal retirement can result in ratepayer savings, with a portion of these savings set aside to fund transition assistance.[23] As a result, securitization can still create savings relative to alternative options of financing coal retirement. However, creating new ratepayer charges or allowing utilities to pass along the costs of transition assistance to ratepayers could place greater burdens on low-income customers. These near-term impacts can be successfully mitigated and support an affordable transition by, for example, excluding low-income customers from the new rate charges, bill discounts, income-based payment methods, and expanding weatherization and energy-efficiency programs for low-income customers.[24]

The use of existing revenue sources can be a faster route to funding transition assistance. However, not all states have existing funds that can easily be used for direct grants for transition assistance. Additionally, the beneficiaries of transition assistance may be limited by the source of transition funding. For example, because Minnesota's transition grant program is funded by payments from the utility Xcel Energy, only power plant communities in Xcel territory are eligible to receive assistance, excluding, for example, cooperative utilities in the state that own coal plants.[iv] Because these existing funds are also often used to support climate-related programs, redirecting funds from these sources could reduce resources for other climate priorities.

Exhibit 9 (on the next page) shows funding sources for the transition legislation surveyed for this report.

iv In 2021, SB2204 was introduced in Minnesota to designate funding for coal communities outside Xcel service territory, but it did not pass. See the bill text here: **https://legiscan.com/MN/text/SF2204/id/2342593**.

Exhibit 9 Funding Levels Provided by Transition Legislation Surveyed for This Report

State	Bill	Year Enacted	Funding Amount	Funding Source
Colorado	**SB19-236**	2019	n/a	Authorizes securitization to be used to generate transition funds, but does not require its use or specify a funding level
	HB19-1314	2019	n/a	Does not provide direct transition benefits
	HB21-1149	2021	$5 million	State general fund
	HB21-1290	2021	$15 million	State general fund
	HB21-1324	2021	n/a	Allows utilities to submit proposals for reinvestment in communities affected by accelerated retirement, but does not require utilities to do so or specify investment level
	HB22-1193	2022	$2 million	State general fund
Illinois	**SB2408**	2021	Up to $170 million per year	Ratepayer charges
Minnesota	**HF1842**	2020	$2 million	Renewable Development Account, funded by payments by Xcel Energy to compensate for nuclear waste storage
New Mexico	**SB0489**	2019	$50 million	Securitization for costs associated with accelerated retirement of San Juan Generating Station, owned and operated by the Public Service Company of New Mexico
	SB112	2021	n/a	Does not provide direct transition benefits
New York	**S6408-C**	2015	$30 million	Proceeds from the auction or sale of CO_2 allowances
	S6599	2019	n/a	Does not provide direct transition benefits
Virginia	**SB1247**	2021	n/a	Does not provide direct transition benefits
	HB1925	2021	n/a	Does not provide transition benefits
Washington	**SB5769**	2011	$55 million	Direct payments from TransAlta, owner-operator of the coal-fired Centralia Generating Station
	SB5116	2019	n/a	Does not provide direct transition benefits

Source: RMI analysis of state legislation

Lessons Learned from State Policy Actions

As state and federal policymakers strive to create a just and equitable transition to clean energy, the lessons from legislative action to date can help generate more comprehensive and effective policy strategies. Already, many policy ideas from state transition legislation have made their way to the federal stage. Senators Sheldon Whitehouse and Brian Schatz in 2021 introduced the most comprehensive transition-related bill yet: the Save Our Future Act, which would put a price on GHG emissions and use some of the revenue generated to address most of the major transition policy needs described in our framework.[25] Additional bills from the 117th Congress have focused more narrowly on different pieces of the puzzle, including creating government bodies whose structure and responsibilities are similar to Colorado's OJT and Just Transition Advisory Council and/or providing local revenue replacement grants like New York's Electric Generation Facility Cessation Mitigation Fund and federal programs like the Secure Rural Schools program at the US Department of Agriculture.[26] Congress has yet to act on any of these bills.

Useful insights from state transition policy extend beyond legislative text. The implementation of policies will also help reveal how to effectively approach transition support. For example, New York's and Washington's 2019 legislation included processes to define and identify disadvantaged communities or communities highly affected by fossil fuel pollution and climate change. The Biden administration's Justice40 Initiative to ensure that 40% of the benefits of clean energy investment are directed toward disadvantaged communities comes directly from New York's 2019 Climate Leadership and Community Protection Act.[27]

Colorado and New Mexico will be important states to watch as they continue to develop and implement transition policy. These two states accounted for 7 of the 16 bills surveyed in this report. Both are states with ambitious climate goals but significant dependence on fossil fuel activity for economic activity and will largely be paving new ground as they implement their respective transition plans.

Colorado's legislative journey illustrates how quickly the idea of coal transition assistance can gain traction. In 2019, when Colorado created the OJT, state House Republicans unanimously opposed the bill (HB19-1314). The office was tasked with developing a transition plan with no funds to provide direct transition assistance. Two years later, a bill (HB21-1290) with $15 million in new transition funding for workers and communities passed with bipartisan support, providing the office with political backing and a crucial influx of resources to implement its transition plan.[28] Both these bills also included groundbreaking programs for dislocated coal workers, including individualized financial and transition planning, expanded apprenticeship programs, tuition reimbursement, and support for family members of dislocated workers. The OJT can also test "innovative coal transition work support programs," which could potentially include wage differential benefits. Should Colorado choose to fully fund these benefits, it would be a momentous victory for displaced coal workers.[29]

New Mexico's SB 489, which established the Energy Transition Act and revised the State's Renewable Energy Act, represents a bold vision for reaching 100 percent carbon-free electricity by 2050 and simultaneously supporting the needs of coal communities and workers in the shift to clean energy.[30,v] The law created three new funds — the Energy Transition Indian Affairs Fund, the Energy Transition Economic Development Assistance Fund, and the Energy Transition Displaced Worker Assistance Fund — and authorized the use of securitization to seed these funds and facilitate coal plant closure. In June 2022, the Public Regulation Commission issued an order requiring PNM to disburse payments within 30 days of the abandonment of San Juan Unit 1. The Energy Transition Indian Affairs Fund was created in recognition of the disproportionate impacts of coal phaseout on tribes and pueblos, many of which heavily rely on the coal industry for employment and tax revenue.[vi]

The law also directs new replacement resources to be built in the school district supported by tax revenue from the closing plant. This resource must be a maximum of 450 MW,[31] which would replace all of the school district's lost property tax revenue while creating thousands of construction jobs.[32] The Energy Transition Indian Affairs Fund can be used to address broader physical and social infrastructure needs beyond economic and workforce development alone. By recognizing that tribal communities must recover from not only coal plant closure, but also a historical legacy of dispossession and disinvestment, New Mexico's policy support can help these communities in the context of their specific circumstances. Additionally, New Mexico's 2021 bill convenes a policy analysis and stakeholder engagement process to help transition its economy away from reliance on natural resource extraction. The outcomes of this process will help reveal how proactive economic and social planning can enable a more equitable and less disruptive transition from fossil fuels.

However, SB 489 has faced challenges and barriers. Opponents of the bill sued unsuccessfully to stop its implementation. Increased electricity demand and lack of replacement generation have delayed the closure of Unit 4 at the San Juan Generating Station. All four projects approved to replace the San Juan Generation Station are delayed. While the utility still plans to close the facility by the end of 2022, an outside company aims to purchase the plant and install carbon capture and sequestration to keep it running. SB 489 does not specify the use of funds from a securitization bond if the plant continues operations, which means that most transition funds may not reach affected workers and communities. In this scenario, the ETA still ensures up to $20 million for job training and severance for displaced coal plant and mine workers.[33] New Mexico's experience implementing bold policies can offer valuable lessons for policymakers as the march toward clean energy continues.

v The ETA requires investor-owned utilities, including PNM, to reach 100% clean electricity by 2045. Cooperative utilities in the state are required to reach this goal by 2050. PNM's voluntary target is to achieve 100% carbon-free electricity by 2040.

vi At the San Juan Generating Station (SJGS), whose early retirement spurred the creation of the bill, 27% of SJGS employees are Navajo, and the Navajo Nation will bear 56% of tax revenue loss from associated coal extraction, according to a 2019 article by Danielle Nguyen in Elemental: Covering Sustainability, **https://elementalreports.com/renewable-energy/2019/07/09/as-plant-faces-closure-city-in-four-corners-region-weighs-bet-on-clean-coal-technology/**.

Comprehensive Solutions Are Needed

US states have taken the lead in developing and implementing a just and equitable shift to clean energy. Early state actions can provide useful models and lessons to policymakers working on coal worker and community transition. However, state action alone will not be sufficient to provide the funding and coordination needed to fully address the negative impacts of the transition. Without comprehensive policies with a national reach, many coal workers and communities will be left behind, especially in less proactive states. Many of the states facing the direst transition risks due to their coal dependence also lack political support for transition planning.

Federal funding to support relief, reclamation, and reinvestment, as well as coordination of federal programs and collaboration with affected stakeholders, will be crucial to support state action. State governments will continue to lead administration and augmentation of transition support. State policymakers, who have a more intimate understanding of local conditions, can help federal policymakers understand where and how fossil fuel closure impacts are taking place, while also helping affected stakeholders apply for federal support. Policy action, insights, and partnerships at all levels of governance will be needed to tackle the challenges of fossil fuel phaseout and ensure a just and equitable clean energy future.

Appendix

This Appendix provides details on transition policies enacted by the state legislation surveyed for this report. See Exhibit 3 (on page 10) for an overall summary of the bills.

See Exhibits A1–A7 below for complete descriptions of each state's transition legislation.

Exhibit A1 Colorado's Coal Transition Policies

	Transition Impact	Policy Solution	Bill Actions
Relief	**Loss of well-paying jobs**	Temporary wage differential for displaced coal workers	Requires the Just Transition Advisory Committee to study wage differential benefits as part of transition assistance options in the draft Just Transition Plan. **[HB19-1314, 2019]** Coal Transition Worker Assistance funding may be used "to create and implement a pilot program to test innovative coal transition work support programs." **[HB21-1290, 2021]**
		Pension or healthcare support or guarantees for displaced coal workers	
		Retraining for displaced coal workers	Allows utilities to include worker assistance costs as part of securitized bond orders. **[SB19-236, 2019]** Creates Strengthening Photovoltaic and Renewables Careers (SPARC) energy workforce training program, targeted toward people affected by job losses from COVID-19 or industry declines, as well as communities of color and low-income communities. **[HB21-1149, 2021]**

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Exhibit A1 Colorado's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Relief	**Loss of well-paying jobs, continued**	Educational support for displaced coal workers (including apprenticeships, traineeships, and postsecondary education)	Requires utilities to develop a training or apprenticeship program for any new zero-carbon combination generation and storage facility to which displaced coal workers can transfer. **[SB19-236, 2019]** Coal Transition Worker Assistance funding can be used to establish or expand apprenticeship programs for coal transition workers and to provide tuition reimbursement, job search assistance, and other services, including on-the-job training or subsidized employment. **[HB21-1290, 2021]**
		Career counseling or support for displaced workers	Coal Transition Worker Assistance funding can be used for individualized financial or transition planning.
		Small business or entrepreneurial supports for displaced workers	
		Mandates or incentives to rehire displaced workers	
		Relocation support for displaced workers	
	Loss of local revenue and cuts to public services	Funding for tax revenue supplements	Requires utilities to include plans to compensate local governments for property tax lost due to accelerated plant depreciation; requires utilities to include lost property tax compensation as part of financing order if securitization is used for cost recovery. **[SB19-236, 2019]**
		Fiscal reforms that enable greater local control of revenue uses and savings	

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Exhibit A1 Colorado's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Relief	**Lack of adequate knowledge about coal closure timeline and impacts**	Advance notice before coal facility closure	Requires regulated utilities proposing accelerated retirement of a power plant to submit a workforce transition plan at least six months before plant closure. **[HB19-1314, 2019]**
		Centrally planned timelines for coal phaseout	
		Public meeting mandates before coal closure	
		Studies or reporting to estimate timing, location, and impacts of coal closure	Requires regulated utilities proposing accelerated retirement of a power plant to submit a workforce transition plan to estimate the number of workers affected. **[SB19-236, 2019]** Requires Office of Just Transition to identify and estimate the location and timing of coal plant and mine closures and the impact on workers and communities. **[HB19-1314, 2019]**
		Funding or assistance for worker and community planning before coal closure	Creates the Just Transition Cash Fund, but no initial appropriations are made. **[HB19-1314, 2019]** Appropriates $8 million in new funding for the Just Transition Cash Fund established under HB19-1314. The fund can be used for economic development, infrastructure projects, workforce development programs, and implementation of the Just Transition Plan. **[HB21-1290, 2021]** Creates the Coal Transition Worker Assistance account within the Just Transition Cash Fund and appropriates $7 million. In addition to eligible uses specified in policy solutions under "losses of well-paying jobs" above, family members of coal transition workers may be eligible for support. **[HB21-1290, 2021]**

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Exhibit A1 Colorado's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Reclamation	**Exposure to health hazards from residual plant or mine waste**	Incentives or mandates to direct investment to communities disproportionately exposed to health hazards	
		Studies to identify groups disproportionately exposed to health hazards	
		Incentives or mandates to hire workers from disproportionately exposed communities	Creates Strengthening Photovoltaic and Renewables Careers (SPARC) energy workforce training program, targeted toward people affected by job losses from COVID-19 or industry declines, as well as communities of color and low-income communities. **[HB21-1149, 2021]**
	Unclear or unfunded liabilities for reclamation	Additional funding options or requirements for coal site reclamation	Allows utilities to include costs of decommissioning and site restoration in costs recovered under securitization orders. **[SB19-236, 2019]**
		Incentives to repurpose coal sites for new economic use	

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Exhibit A1 Colorado's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Reinvestment	**Difficulty attracting new sources of economic activity**	Funding or assistance for local economic development planning	Resources from the Just Transition Cash Fund can be used to support targeted economic development, infrastructure projects, and workforce development programs. **[HB21-1290, 2021]**
		Funding or incentives for local infrastructure investments	If utilities develop new electric infrastructure in the same community that hosted retired plants, then the property tax contribution of the new infrastructure can be subtracted from the tax revenue compensation amount described above. **[SB19-236, 2019]**
		Incentives or mandates to invest or reinvest in coal communities	See line above. **[SB19-236, 2019]** Allows utilities to submit innovative, nonemitting power generation and storage technology to the Public Utilities Commission for consideration and rate recovery, if the technology is in areas affected by accelerated retirement of existing generation resources and creates local jobs and tax revenues. **[HB21-1324, 2021]**
	Loss of cultural or social attachments centered on coal	Funding for and availability of counseling and social services	
		Creation of commemorative monuments or symbolic recognition of industry legacy	

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Exhibit A1 Colorado's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Coordination and Collaboration	**Difficulties coordinating resources to support recovery from coal closure**	Creation of government offices or bodies to coordinate resources for affected communities	Creates Office of Just Transition to study and coordinate transition assistance for coal plant and mine closure. Appropriates funds to support two staff members. **[HB19-1314, 2019]**
		Development of coal transition plans to guide disbursement of resources	Requires Office of Just Transition to submit Just Transition Plan outlining options for providing transition assistance for coal plant and mine closure. **[HB19-1314, 2019]**
	Lack of capacity to access resources	Technical assistance or workshops for local stakeholders to access resources	Requires the Office of Just Transition to support programs that assist regional capacity to coordinate economic development and worker assistance programs. **[HB21-1290, 2021]**
		Outreach and engagement efforts to assist local access to resources	Requires Advisory Committee to study options to target assistance to communities and educate dislocated workers on how to apply for transition benefits. **[HB19-1314, 2019]**
	Lack of adequate consultation in coal closure process	Convening or consulting stakeholder advisory groups to guide planning and funding	Creates Just Transition Advisory Committee to develop draft Just Transition Plan, to be used by the Office of Just Transition to develop the final Just Transition Plan. **[HB19-1314, 2019]** Requires consultation with Just Transition Advisory Committee on disbursement of funding in the Just Transition Cash Fund. **[HB21-1290, 2021]**
		Mandates for public meetings to guide coal recovery	

Source: RMI analysis of state legislation

Exhibit A2 Illinois's Coal Transition Policies

	Transition Impact	Policy Solution	Bill Actions
Relief	**Loss of well-paying jobs**	Temporary wage differential for displaced workers	
		Pension or healthcare support or guarantees for displaced workers	
		Retraining for displaced coal workers	Creates Clean Jobs Workforce Network Program to roll out training, certification, and skill development for clean energy employment, including for displaced energy workers.
		Educational support for displaced coal workers (including apprenticeships, traineeships, and postsecondary education)	Creates Displaced Energy Worker Dependent Transition Scholarship, providing one year of full enrollment at state-supported Illinois institutions of higher learning for children of energy workers.
		Career counseling or support for displaced workers	Provides career counseling services to displaced energy workers as part of the Displaced Energy Workers Bill of Rights.
		Small business or entrepreneurial supports for displaced coal workers	Tasks Energy Transition Navigators with helping connect eligible individuals to small business development resources. Creates Clean Energy Contractor Incubator Program to provide low-cost capital and other supports for small clean energy businesses and contractors. Creates Jobs and Environmental Justice Grant Program to provide capital to contractors, which include displaced energy workers. Connects displaced energy workers to small business development assistance as part of the Displaced Energy Workers Bill of Rights.

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Exhibit A2 **Illinois's Transition Policies, Continued**

	Transition Impact	Policy Solution	Bill Actions
Relief	**Loss of well-paying jobs, continued**	Mandates or incentives to rehire displaced coal workers	Requires all renewable energy project developers to immediately commit that 10% of their work is completed by equity-eligible people, including displaced energy workers. By 2030, at least 30% of renewable energy project work must be completed by equity-eligible persons.
		Relocation support for displaced coal workers	
	Loss of local revenue and cuts to public services	Funding for tax revenue supplements	Creates Energy Transition Community Grants program, providing funding to plan for or address the economic and social impacts on communities affected by fossil or nuclear plant or coal mine retirement.
		Fiscal reforms that enable greater local control of revenue uses and savings	
	Lack of adequate knowledge about coal closure timeline and impacts	Advance notice before coal facility closure	Requires investor-owned utilities and coal mining operators to provide at least two years' notice to workers, affected local governments, and the Department of Commerce and Economic Opportunity before any mass layoff, relocation, or employment loss at a power plant or coal mine.
		Centrally planned timelines for coal phaseout	
		Public meeting mandates before coal closure	

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Exhibit A2 Illinois's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Relief	**Lack of adequate knowledge about coal closure timeline and impacts, continued**	Studies or reporting to estimate timing, location, and impacts of closure	Requires the Energy Transition Workforce Commission to produce the Energy Transition Workforce Report identifying anticipated impacts of energy transition and providing policy recommendations.
		Funding or assistance for worker and community planning before coal closure	Benefits to displaced energy workers and energy transition communities are available before energy facility closure occurs.
Reclamation	**Exposure to health hazards from residual plant or mine waste**	Incentives or mandates to direct investment to communities disproportionately exposed to health hazards	Within the Jobs and Environmental Justice Grant Program, creates Community Solar Energy Sovereignty Grant Program to support community solar development in environmental justice and economically underserved communities. Creates the Clean Energy Primes Contractor Accelerator Program to support contracts committed to investing in and partnering with environmental justice and economically underserved communities.
		Studies to identify groups disproportionately exposed to hazards	
		Incentives or mandates to hire workers from disproportionately exposed communities	Requires all renewable energy project developers immediately commit that 10% of their work is completed by equity eligible persons, including residents of environmental justice communities and other underserved or disadvantaged individuals. By 2030, at least 30% of renewable energy project work must be completed by equity eligible persons. Prioritizes participation of residents of environmental justice communities and other underserved or disadvantaged individuals in Clean Jobs Workforce Network Program, Energy Transition Barrier Reduction Program, Energy Transition Navigators, Clean Energy Contractor Incubator Program, and Jobs and Environmental Justice Grant Program.

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Exhibit A2 Illinois's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Reclamation	**Exposure to health hazards from residual plant or mine waste, continued**	Incentives or mandates to hire workers from disproportionately exposed communities, continued	Creates the Climate Works Preapprenticeship Program to develop network of hubs to roll out free preapprenticeship programs for clean energy employment to residents of environmental justice communities and other underserved or disadvantaged individuals.
Reclamation	**Unclear or unfunded liabilities for reclamation**	Additional funding options or requirements for coal site reclamation	Includes solar photovoltaic generation at former coal mine sites as part of procurement requirements for brownfield site solar generation under the state Renewables Portfolio Standard. Creates Coal to Solar and Energy Storage Initiative Fund, providing grants to support installation and operation of energy storage facilities at former coal plant sites.
		Incentives to repurpose coal sites for new economic use	
Reinvestment	**Difficulty attracting new sources of economic activity**	Funding or assistance for local economic development planning	Creates the Energy Transition Community Grants program to provide funding to plan for or address the economic and social impact on communities affected by fossil or nuclear plant or coal mine retirement. Encourages energy communities to plan for transition through Community Energy, Climate, and Jobs Plans.
		Funding or incentives for local infrastructure investments	Creates Coal to Solar and Energy Storage Initiative Fund, providing grants to support installation and operation of energy storage facilities at former coal plant sites.
		Incentives or mandates to invest or reinvest in coal communities	

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Exhibit A2 Illinois's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Reinvestment	**Loss of cultural or social attachments centered on coal**	Funding for and availability of counseling and social services	
		Creation of commemorative monuments or symbolic recognition of industry legacy	
Coordination and Collaboration	**Difficulties coordinating resources to support recovery from coal closure**	Creation of government offices or bodies to coordinate resources for affected communities	Designates regional administrators to implement clean energy worker and contractor training and support programs.
		Development of coal transition plans to guide disbursement of resources	Creates Energy Transition Workforce Commission to produce Energy Transition Workforce Report identifying anticipated impacts of energy transition and providing policy recommendations.

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Exhibit A2 Illinois's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Coordination and Collaboration	**Lack of capacity to access resources**	Technical assistance or workshops for local stakeholders to access resources	
		Outreach and engagement efforts to assist local access to resources	Creates Energy Transition Barrier Reduction Program to assist individuals who would otherwise face financial or other barriers to participate in Clean Jobs Workforce Network Program or Climate Works Preapprenticeship Program, including displaced energy workers. Provides funding for community-based organizations to serve as Energy Transition Navigators, responsible for conducting education, outreach, and recruitment to connect eligible individuals with training and technical assistance, including displaced energy workers. Requires outreach and education to displaced energy workers about available transition support as part of the Displaced Energy Workers Bill of Rights.
	Lack of adequate consultation in coal closure process	Convening or consulting stakeholder advisory groups to guide planning and funding	Creates Energy Workforce Advisory Council with stakeholder representation to coordinate worker and contractor training and support programs.
		Mandates for public meetings to guide coal recovery	

Source: RMI analysis of state legislation

Exhibit A3 Minnesota's Coal Transition Policies

	Transition Impact	Policy Solution	Bill Actions
Relief	**Loss of well-paying jobs**	Temporary wage differential for displaced workers	
		Pension or healthcare support or guarantees for displaced workers	
		Retraining for displaced workers	
		Educational support for displaced coal workers (including apprenticeships, traineeships, and postsecondary education)	Creates Community Energy Transition Grant Program for communities where a coal, nuclear, or gas plant will close or has closed in the past five years.
		Career counseling or support for displaced coal workers	
		Small business or entrepreneurial supports for displaced workers	Grants can be used for planning or implementation of activities to assist worker reemployment, including through training or developing small business startup skills.
		Mandates or incentives to rehire displaced workers	
		Relocation support for displaced workers	

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Exhibit A3 Minnesota's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Relief	**Loss of local revenue and cuts to public services**	Funding for tax revenue supplements	
		Fiscal reforms that enable greater local control of revenue uses and savings	
	Lack of adequate knowledge about coal closure timeline and impacts	Advance notice before coal facility closure	
		Centrally planned timelines for coal phaseout	
		Public meeting mandates before coal closure	
		Studies or reporting to estimate timing, location, and impacts of coal closure	
		Funding or assistance for worker and community planning before coal closure	Benefits under the Community Energy Transition Grant Program are available before coal plant closure occurs.

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Exhibit A3 Minnesota's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Reclamation	**Exposure to health hazards from residual plant or mine waste**	Incentives or mandates to direct investment to communities disproportionately exposed to health hazards	
		Studies to identify groups disproportionately exposed to health hazards	
		Incentives or mandates to hire workers from disproportionately exposed communities	
	Unclear or unfunded liabilities for reclamation	Additional funding options or requirements for coal site reclamation	
		Incentives to repurpose coal sites for new economic use	

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Exhibit A3 Minnesota's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Reinvestment	**Difficulty attracting new sources of economic activity**	Funding or assistance for local economic development planning	Community Energy Transition Grant Program also funds planning or implementation of activities to increase community property tax base or develop economic development strategies to attract new employers.
		Funding or incentives for local infrastructure investments	
		Incentives or mandates to invest or reinvest in coal communities	
	Loss of cultural or social attachments centered on coal	Funding for and availability of counseling and social services	
		Creation of commemorative monuments or symbolic recognition of industry legacy	

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Exhibit A3 Minnesota's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Coordination and Collaboration	**Difficulties coordinating resources to support recovery from coal closure**	Creation of government offices or bodies to coordinate resources for affected communities	
		Development of coal transition plans to guide disbursement of resources	
	Lack of capacity to access resources	Technical assistance or workshops for local stakeholders to access resources	
		Outreach and engagement efforts to assist local access to resources	
	Lack of adequate consultation in coal closure process	Convening or consulting stakeholder advisory groups to guide planning and funding	
		Mandates for public meetings to guide coal recovery	

Source: RMI analysis of state legislation

Exhibit A4 New Mexico's Coal Transition Policies

	Transition Impact	Policy Solution	Bill Actions
Relief	**Loss of well-paying jobs**	Temporary wage differential for displaced workers	
		Pension or healthcare support or guarantees for displaced workers	
		Retraining for displaced workers	Creates a displaced worker assistance fund to provide assistance to displaced workers accessing state workforce solutions programs. **[SB0489, 2019]**
		Educational support for displaced coal workers (including apprenticeships, traineeships, and postsecondary education)	Displaced worker assistance fund can be used to develop job training or apprenticeship programs in affected communities, including costs of enrolling and participating in those programs. **[SB0489, 2019]**
		Career counseling or support for displaced coal workers	To assist displaced workers to qualify for tax relief. **[SB0489, 2019]**
		Small business or entrepreneurial supports for displaced workers	
		Mandates or incentives to rehire displaced workers	
		Relocation support for displaced workers	

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Exhibit A4 New Mexico's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Relief	**Loss of local revenue and cuts to public services**	Funding for tax revenue supplements	
		Fiscal reforms that enable greater local control of revenue uses and savings	
	Lack of adequate knowledge about coal closure timeline and impacts	Advance notice before coal facility closure	
		Centrally planned timelines for coal phaseout	
		Public meeting mandates before coal closure	
		Studies or reporting to estimate timing, location, and impacts of coal closure	
		Funding or assistance for worker and community planning before coal closure	

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Exhibit A4 New Mexico's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Reclamation	**Exposure to health hazards from residual plant or mine waste**	Incentives or mandates to direct investment to communities disproportionately exposed to health hazards	
		Studies to identify groups disproportionately exposed to health hazards	
		Incentives or mandates to hire workers from disproportionately exposed communities	Requires that construction of new electric generation facilities employ apprentices during the construction phase. Requires that apprenticeship programs encourage diversity among participants, especially from underrepresented and disadvantaged communities. **[SB0489, 2019]**
	Unclear or unfunded liabilities for reclamation	Additional funding options or requirements for coal site reclamation	Allows utilities to include costs of plant decommissioning and mine reclamation in costs recovered under securitization orders, up to $30 million per generating facility. **[SB0489, 2019]**
		Incentives to repurpose coal sites for new economic use	

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Exhibit A4 New Mexico's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Reinvestment	**Difficulty attracting new sources of economic activity**	Funding or assistance for local economic development planning	Energy transition Indian affairs fund can be used to provide services and facilities in the affected community to promote the welfare of Indian people. **[SB0489, 2019]**
		Funding or incentives for local infrastructure investments	Energy transition economic development assistance fund can be used for economic diversification and non-fossil-related economic development opportunities in the affected community. **[SB0489, 2019]**
		Incentives or mandates to invest or reinvest in coal communities	Requires utility to file for replacement resource of up to 450 MW within one year of approval of a facility closure in the school district where the closed facility is located. **[SB0489, 2019]**
	Loss of cultural or social attachments centered on coal	Funding for and availability of counseling and social services	
		Creation of commemorative monuments or symbolic recognition of industry legacy	

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Exhibit A4 New Mexico's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Coordination and Collaboration	**Difficulties coordinating resources to support recovery from coal closure**	Creation of government offices or bodies to coordinate resources for affected communities	Creates a Sustainable Economy Task Force to help transition the economy away from reliance on natural resource extraction. **[SB112, 2021]**
		Development of coal transition plans to guide disbursement of resources	Creates three new transition assistance funds: Indian affairs fund, economic development assistance fund, and displaced worker assistance fund. For each fund, requires the relevant state agency to develop an assistance plan for disbursement of funds. **[SB0489, 2019]** Requires the Sustainable Economy Task Force to develop a strategic plan to transition the economy away from reliance on natural resource extraction, including suggesting policies to promote the creation of new jobs to replace resource extraction jobs, to diversify the tax base, and to promote long-term economic growth. **[SB112, 2021]**
	Lack of capacity to access resources	Technical assistance for local stakeholders to access resources	
		Engagement efforts to assist local access to resources	
	Lack of adequate consultation in coal closure process	Convening or consulting stakeholder advisory groups to guide planning and funding	For each transition assistance fund, requires the relevant state agency to consult with affected communities to inform use of funds. **[SB0489, 2019]** Creates a Sustainable Economy Advisory Council to advise on the Sustainable Economy Task Force's activities and requires the task force to consult directly with communities affected by the strategic plan. **[SB112, 2021]**
		Mandates for public meetings to guide coal recovery	As part of community consultation for disbursement of transition assistance funds, requires the relevant state agency to hold at least three public meetings in the affected community. **[SB0489, 2019]**

Source: RMI analysis of state legislation

Exhibit A5 New York's Coal Transition Policies

	Transition Impact	Policy Solution	Bill Actions
Relief	**Loss of well-paying jobs**	Temporary wage differential for displaced workers	
		Pension or healthcare support or guarantees for displaced workers	
		Retraining for displaced workers	
		Educational support for displaced coal workers (including apprenticeships, traineeships, and postsecondary education)	
		Career counseling or support for displaced coal workers	
		Small business or entrepreneurial supports for displaced workers	
		Mandates or incentives to rehire displaced workers	
		Relocation support for displaced workers	

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Exhibit A5 New York's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Relief	**Loss of local revenue and cuts to public services**	Funding for tax revenue supplements	Creates Electric Generation Facility Cessation Mitigation Fund. The fund provides up to five years of revenue replacement funding to local government entities affected by the closure of an electric generation facility, up to 80% of lost property tax or payment-in-lieu-of-tax revenues. **[S6408-C, 2015]**
		Fiscal reforms that enable greater local control of revenue uses and savings	
	Lack of adequate knowledge about coal closure timeline and impacts	Advance notice before coal facility closure	
		Centrally planned timelines for coal phaseout	
		Public meeting mandates before coal closure	
		Studies or reporting to estimate timing, location, and impacts of coal closure	Directs the Just Transition Working Group to identify and report on industries and electric generating facility sites that may be affected by the transition to clean energy. **[S6599, 2019]**
		Funding or assistance for worker and community planning before coal closure	

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Exhibit A5 New York's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Reclamation	**Exposure to health hazards from residual plant or mine waste**	Incentives or mandates to direct investment to communities disproportionately exposed to health hazards	Directs state agencies to ensure that disadvantaged communities receive no less than 35% (and with a goal of 40%) of overall benefits of spending on clean energy and energy-efficiency programs or investments. **[S6599, 2019]**
		Studies to identify groups disproportionately exposed to health hazards	Directs the Climate Justice Working Group to identify and define criteria for disadvantaged communities. **[S6599, 2019]**
		Incentives or mandates to hire workers from disproportionately exposed communities	Requires that construction of new electric generation facilities employ apprentices during the construction phase. Requires that apprenticeship programs encourage diversity among participants, especially from underrepresented and disadvantaged communities. **[SB0489, 2019]**
	Unclear or unfunded liabilities for reclamation	Additional funding options or requirements for coal site reclamation	Allows utilities to include costs of plant decommissioning and mine reclamation in costs recovered under securitization orders, up to $30 million per generating facility. **[SB0489, 2019]**
		Incentives to repurpose coal sites for new economic use	

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Exhibit A5 **New York's Coal Transition Policies, Continued**

	Transition Impact	Policy Solution	Bill Actions
Reinvestment	**Difficulty attracting new sources of economic activity**	Funding or assistance for local economic development planning	
		Funding or incentives for local infrastructure investments	
		Incentives or mandates to invest or reinvest in coal communities	
	Loss of cultural or social attachments centered on coal	Funding for and availability of counseling and social services	
		Creation of commemorative monuments or symbolic recognition of industry legacy	

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Exhibit A5 New York's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Coordination and Collaboration	**Difficulties coordinating resources to support recovery from coal closure**	Creation of government offices or bodies to coordinate resources for affected communities	Creates New York Climate Action Council, Environmental Justice Advisory Group, Climate Justice Working Group, and Just Transition Working Group to advise implementation of New York climate policy. **[S6599, 2019]**
		Development of coal transition plans to guide disbursement of resources	Directs the Climate Action Council to develop a scoping plan to achieve statewide greenhouse gas emissions limits, including recommendations on state workforce transition, and taking into consideration feedback from the Advisory Group and Working Groups. **[S6599, 2019]**
	Lack of capacity to access resources	Technical assistance for local stakeholders to access resources	
		Engagement efforts to assist local access to resources	
	Lack of adequate consultation in coal closure process	Convening or consulting stakeholder advisory groups to guide planning and funding	The council, advisory group, and working groups all contain representation from various impacted stakeholders and are directed to conduct stakeholder outreach. **[S6599, 2019]**
		Mandates for public meetings to guide coal recovery	Requires the council, advisory group, and working groups to conduct public hearings at various stages in the analysis and policymaking process. **[S6599, 2019]**

Source: RMI analysis of state legislation

Exhibit A6 Virginia’s Coal Transition Policies

	Transition Impact	Policy Solution	Bill Actions
Relief	**Loss of well-paying jobs**	Temporary wage differential for displaced workers	
		Pension or healthcare support or guarantees for displaced workers	
		Retraining for displaced workers	
		Educational support for displaced coal workers (including apprenticeships, traineeships, and postsecondary education)	
		Career counseling or support for displaced coal workers	
		Small business or entrepreneurial supports for displaced workers	
		Mandates or incentives to rehire displaced workers	
		Relocation support for displaced workers	

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Exhibit A6 Virginia's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Relief	**Loss of local revenue and cuts to public services**	Funding for tax revenue supplements	
		Fiscal reforms that enable greater local control of revenue uses and savings	
	Lack of adequate knowledge about coal closure timeline and impacts	Advance notice before coal facility closure	Within 30 days of publicly announcing the closure of a CO_2-emitting power plant or within 30 days of making a filing with the Securities and Exchange Commission that will result in the closure of a CO_2-emitting power plant, the plant owner must submit a notice of plant closure to affected local governments and various state agencies. **[SB1247, 2021]**
		Centrally planned timelines for coal phaseout	
		Public meeting mandates before coal closure	In the six months after receiving the notice, affected local governments must conduct at least three public hearings about the plant closure. **[SB1247, 2021]**
		Studies or reporting to estimate timing, location, and impacts of coal closure	The plant owner's notice must include information about workforce transition assistance. **[SB1247, 2021]**
		Funding or assistance for worker and community planning before coal closure	

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Exhibit A6 Virginia's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Reclamation	**Exposure to health hazards from residual plant or mine waste**	Incentives or mandates to direct investment to communities disproportionately exposed to health hazards	
		Studies to identify groups disproportionately exposed to health hazards	
		Incentives or mandates to hire workers from disproportionately exposed communities	
	Unclear or unfunded liabilities for reclamation	Additional funding options or requirements for coal site reclamation	The plant owner's notice must include information about the future use of the site and decommissioning plans. **[SB1247, 2021]**
		Incentives to repurpose coal sites for new economic use	Creates Virginia Brownfield and Coal Mine Renewable Energy Grant Fund to administer grants for renewable energy development on previously coal mined lands and brownfields. **[HB1925, 2021]**

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Exhibit A6 **Virginia's Coal Transition Policies, Continued**

	Transition Impact	Policy Solution	Bill Actions
Reinvestment	**Difficulty attracting new sources of economic activity**	Funding or assistance for local economic development planning	
		Funding or incentives for local infrastructure investments	
		Incentives or mandates to invest or reinvest in coal communities	
	Loss of cultural or social attachments centered on coal	Funding for and availability of counseling and social services	
		Creation of commemorative monuments or symbolic recognition of industry legacy	

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Exhibit A6 Virginia's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Coordination and Collaboration	**Difficulties coordinating resources to support recovery from coal closure**	Creation of government offices or bodies to coordinate resources for affected communities	
		Development of coal transition plans to guide disbursement of resources	
	Lack of capacity to access resources	Technical assistance for local stakeholders to access resources	
		Engagement efforts to assist local access to resources	
	Lack of adequate consultation in coal closure process	Convening or consulting stakeholder advisory groups to guide planning and funding	
		Mandates for public meetings to guide coal recovery	

Source: RMI analysis of state legislation

Exhibit A7 Washington's Coal Transition Policies

	Transition Impact	Policy Solution	Bill Actions
Relief	**Loss of well-paying jobs**	Temporary wage differential for displaced workers	
		Pension or healthcare support or guarantees for displaced workers	
		Retraining for displaced workers	
		Educational support for displaced coal workers (including apprenticeships, traineeships, and postsecondary education)	
		Career counseling or support for displaced coal workers	
		Small business or entrepreneurial supports for displaced workers	
		Mandates or incentives to rehire displaced workers	
		Relocation support for displaced workers	

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Exhibit A7 Washington's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Relief	**Loss of local revenue and cuts to public services**	Funding for tax revenue supplements	
		Fiscal reforms that enable greater local control of revenue uses and savings	
	Lack of adequate knowledge about coal closure timeline and impacts	Advance notice before coal facility closure	Requires utility to provide a plan for closure and postclosure at least two years before coal plant closure, including a decommissioning and site restoration plan and demonstration of financial assurance to fund the closure and postclosure activities. **[SB5769, 2011]**
		Centrally planned timelines for coal phaseout	Requires closure of one boiler at the coal-fired Centralia Generating Station by 2020 and full closure by 2025. **[SB5769, 2011]**
		Public meeting mandates before coal closure	
		Studies or reporting to estimate timing, location, and impacts of coal closure	
		Funding or assistance for worker and community planning before coal closure	Economic development and planning funding is available to communities before coal plant closure. **[SB5769, 2011]**

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Exhibit A7 Washington's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Reclamation	**Exposure to health hazards from residual plant or mine waste**	Incentives or mandates to direct investment to communities disproportionately exposed to health hazards	
		Studies to identify groups disproportionately exposed to health hazards	Requires the Department of Health to identify communities highly affected by fossil fuel pollution and climate change, to ensure that utilities equitably distribute benefits and reduction of burdens to vulnerable populations and highly affected communities. **[SB5116, 2019]**
		Incentives or mandates to hire workers from disproportionately exposed communities	
	Unclear or unfunded liabilities for reclamation	Additional funding options or requirements for coal site reclamation	Requires a utility to provide a plan for closure and postclosure at least two years before coal plant closure, including a decommissioning and site restoration plan and demonstration of financial assurance to fund closure and postclosure activities. **[SB5769, 2011]**
		Incentives to repurpose coal sites for new economic use	

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Exhibit A7 Washington's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Reinvestment	**Difficulty attracting new sources of economic activity**	Funding or assistance for local economic development planning	
		Funding or incentives for local infrastructure investments	Requires the board that manages financial assistance to solicit projects for public facilities needed to attract new industrial and commercial activities. **[SB5769, 2011]**
		Incentives or mandates to invest or reinvest in coal communities	Requires utility to provide $30 million to an affected community for economic development and energy efficiency and $25 million for energy technologies with energy, economic development, or environmental benefits. **[SB5769, 2011]**
	Loss of cultural or social attachments centered on coal	Funding for and availability of counseling and social services	
		Creation of commemorative monuments or symbolic recognition of industry legacy	

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Exhibit A7 Washington's Coal Transition Policies, Continued

	Transition Impact	Policy Solution	Bill Actions
Coordination and Collaboration	**Difficulties coordinating resources to support recovery from coal closure**	Creation of government offices or bodies to coordinate resources for affected communities	
		Development of coal transition plans to guide disbursement of resources	
	Lack of capacity to access resources	Technical assistance for local stakeholders to access resources	
		Engagement efforts to assist local access to resources	
	Lack of adequate consultation in coal closure process	Convening or consulting stakeholder advisory groups to guide planning and funding	Requires expenditures for coal plant transition assistance be approved by representatives from the county economic development council, local officials, plant employees, and plant owner. **[SB5769, 2011]** As part of a bill to reach 100% renewable electricity by 2045, creates energy strategy advisory committee to review state energy strategy every eight years, including representation from affected stakeholders. **[SB5116, 2019]**
		Mandates for public meetings to guide coal recovery	

Source: RMI analysis of state legislation

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