



Construction Career Pathways Regional Workforce Equity Agreement Plan Construction Career Pathways Plan RWEA Guidance

Metro is committed to extending opportunities to underrepresented people in the trades, namely people of color and women. The Construction Career Pathways Program (the "Program") builds economic prosperity through construction careers that provide family-sustaining wages and ensures equitable benefit from public capital project investments for underrepresented communities. The Program is incorporated into the Regional Workforce Equity Agreement (RWEA) to advance these goals on Metro's large capital projects. More information about the Program can be found here: https://www.oregonmetro.gov/construction-career-pathways. More information about Registered Apprenticeship in Oregon can be found here: BOLI: Apprenticeship opportunities: Apprenticeship: State of Oregon.

Proposers must submit a Construction Careers Pathway RWEA Plan with their proposal which will become a binding part of the Contract and agree to be bound by the RWEA. Contractor shall ensure that subcontractors include in their bids all costs associated with this requirement. The Construction Careers Pathway RWEA Plan must include the following:

- 1. Outline a plan to identify and provide quality anti-harassment or respectful workplaces training programs that maintain a welcoming and open environment toward women, people of color and all protected classes.
- 2. Completion of the Construction Career Pathways High Road Contractor Information checklist.

Metro will determine if the Construction Career Pathways RWEA Plan contained in any offer or proposal complies with requirements of the Program and this solicitation. If the Construction Career Pathways RWEA Plan submitted by the Contractor fails to substantially comply with the requirements of the solicitation document, the Proposer may be deemed non-responsive and the offer or proposal may be rejected. Compliance with the Metro approved Contractor's Construction Careers Pathways RWEA Plan must be maintained by Contractor and Subcontractors during the entire period of the contract. Non-compliance may be determined by Metro to be a Contract default. Contractor and subcontractors must use LCP Tracker for compliance and reporting.

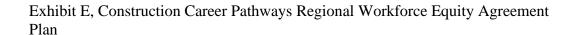
The following Program forms must be completed and returned as part of Contractor's Proposal. Contact Procurement Services at bidsandproposals@oregonmetro.gov if additional information is required.



Exhibit E, Construction Career Pathways Regional Workforce Equity Agreement Plan

Construction Career Pathways Regional Workforce Equity Agreement Plan Form

hone	Email				
1.	Are you a Training Agent? Yes No				
	If no, agree that you will become one for this contract below:				
2.	Do you provide health insurance for all craft employees, with an option for family enrollment in conjunction with employee contribution to premiums? Yes No				
	If no, agree that you will become one for this contract below:				
3.	Include a narrative for Proposer's plan to identify and provide quality anti-harassment or				
	respectful workplaces training programs that maintain a welcoming and open environment toward women, people of color, and all protected classes. Attach it to your proposal as a separate page, i necessary.				





Construction Career Pathways High Road Contractor Information

Please see Regional Workforce Equity Agreement (RWEA) for complete High Road Contractor requirements (NOTE: Parts of this form will be completed after contract execution but before Guaranteed Maximum Price Amendment)

CONTRACTOR IN	FORM <i>A</i>	ATION (to be	completed by p	orime and subcontractors)		
Your company name:			CCB #			
Are you a *first-tier contrac	ctor: 🗆 `	∕es □ No	If yes, will you be	hiring sub-contractors: ☐ Yes ☐ No		
Will you make the sub-cont	tractors awa	are of *RWEA & t	he requirement to o	complete this attachment: Yes No		
List sub-contractors to be C	<u>:</u>					
SUBCONTRACTO	R INFO	RMATION	(to be complete	ed only by subcontractors)		
Identify first tier contractor	·:					
Have you received a copy a	ınd reviewe	d the Regional W	orkforce Equity Agr	eement (RWEA): □ Yes □ No		
VIOLATIONS						
Have you had any final determination by BOLI of a willful violation within the last three years: ☐ Yes ☐ No						
Have you had any final dete	erminations	of an OSHA viola	tion within the last t	three years: 🗆 Yes 🗆 No		
HEALTH COVERA	GE					
Do you provide employee h (If yes, please provide polic			0			
Does health plan offer an o	ption for en	nployee to enroll	in full family health	coverage? □ Yes □ No		
nsurance Company: Policy #						
APPRENTICESHIP						
Will you perform at least	t \$100,000	of work and ov	er 300 work hours	s? □ Yes □ No		
Which trades do you anticipate utilizing?						
Are you registered as a tr	raining age	nt for all crafts o	covered at the tim	ne of this bid submittal:		
If yes, please provide you	ur BOLI Tra	de Agreement #	‡			
Trade:		Trade:		Trade:		
BOLI Trade Agreement #:		BOLI Trade Agreem	ent #:	BOLI Trade Agreement #:		
CERTIFICATION:	I hereby cert	ify that the foregoi	ng information is true	e and correct.		
Print Name:		Signature:		Date:		