
Construction Careers 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.

Construction Career Pathways Regional Workforce Equity Agreement Plan Form

THIS IS A REQUIRED FORM TO BE SUBMITTED WITH YOUR PROPOSAL

Proposer _____

Address _____

Phone _____ 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, if necessary.
4. Proposer Acknowledges that they understand and agree to be bound by the requirements that apply per the Regional Workforce Equity Agreement, included as Attachment D and to track their workforce utilization with LCP Tracker:

Signature: _____

Date: _____

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 INFORMATION (to be completed by prime and subcontractors)		
Your company name:		CCB #
Are you a *first-tier contractor: <input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, will you be hiring sub-contractors: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Will you make the sub-contractors aware of *RWEA & the requirement to complete this attachment: <input type="checkbox"/> Yes <input type="checkbox"/> No		
List sub-contractors to be C:		
SUBCONTRACTOR INFORMATION (to be completed only by subcontractors)		
Identify first tier contractor:		
Have you received a copy and reviewed the Regional Workforce Equity Agreement (RWEA): <input type="checkbox"/> Yes <input type="checkbox"/> No		
VIOLATIONS		
Have you had any final determination by BOLI of a willful violation within the last three years: <input type="checkbox"/> Yes <input type="checkbox"/> No		
Have you had any final determinations of an OSHA violation within the last three years: <input type="checkbox"/> Yes <input type="checkbox"/> No		
HEALTH COVERAGE		
Do you provide employee health coverage: <input type="checkbox"/> Yes <input type="checkbox"/> No (If yes, please provide policy information below)		
Does health plan offer an option for employee to enroll in full family health coverage? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Insurance Company:		Policy #
APPRENTICESHIP		
Will you perform at least \$100,000 of work and over 300 work hours? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Which trades do you anticipate utilizing?		
Are you registered as a training agent for all crafts covered at the time of this bid submittal:		
If yes, please provide your BOLI Trade Agreement #		
Trade:	Trade:	Trade:
BOLI Trade Agreement #:	BOLI Trade Agreement #:	BOLI Trade Agreement #:
CERTIFICATION: I hereby certify that the foregoing information is true and correct.		
Print Name:	Signature:	Date: