

LOCAL HIRING OUTREACH EFFORT

Part 1 – General

1.01 PURPOSE

- A. The General Contractor agrees to make a good faith effort to comply with the provisions of this Section.
- B. There is a need to ensure that the qualified residents of East Bridgewater have the opportunity to be able to receive economic benefits from the construction of the East Bridgewater High School Project. (the “Project”). Therefore, it is appropriate for the Owner to make efforts to ensure that during the construction of the Project, a significant percentage of the construction workers on the Project shall be East Bridgewater residents.
- C. There is also a need to provide qualified companies located in East Bridgewater with the opportunity to submit proposals to perform contracts to provide labor and materials on the Project.

1.02 DEFINITIONS

- A. Resident – means any person whose principal residence is in East Bridgewater for at least six (6) months prior to the date of the award of the construction contract to the General Contractor. “Principal Residence” is the place where an individual normally eats, sleeps, and maintains normal personal and household effects. It may be established by such documentation as driver’s license, utility bills, and rent receipts.
- B. Resident company shall mean a company located in East Bridgewater.

1.03 POLICY

- A. The General Contractor shall make good faith efforts to comply with the following:
 - 1. The Contractor and its subcontractors are encouraged to maintain a not less than 15% ratio of East Bridgewater resident employee work hours to total employee work hours, throughout the life of the project and are encouraged to exceed that ratio wherever feasible.
 - 2. The Contractor and its subcontractors are encouraged to solicit proposals from qualified resident companies located in East Bridgewater, to provide labor and materials on the Project.

1.04 DEVELOPMENT OF A LIST OF RESIDENTS AND RESIDENT COMPANIES

- A. The Owner intends to solicit information from residents of East Bridgewater and from resident companies with an office located in East Bridgewater, who are interested in either performing construction labor on the Project or in submitting proposals to perform subcontracts or to provide labor or materials on the Project.
- B. The Owner will use the information acquired from the residents to develop a list of individuals who have indicated their interest in providing labor on the Project and a list of resident companies who have indicated an interest in submitting proposals to provide contracts for labor or materials on the Project.
- C. The Owner shall provide the Contractor with a copy of the list developed under this Section 1.04 and shall periodically update the list.
- D. The Contractor shall provide copies of the list to all subcontractors on the Project.
- E. The Contractor and its subcontractors shall review the list and shall contact any residents or resident companies who appear on the list, as part of their efforts to obtain labor or contract services on the Project.
- F. The Contractor and subcontractors shall also maintain a record of all the residents and resident companies who perform labor or provide contract services on the Project, regardless of whether they are on the list generated by the Owner.

1.05 COMPLIANCE

- A. Upon award of the construction contract, the General Contractor shall submit to the Owner the following:
 - A. Construction progress schedule;
 - B. Projected number of hours for the Project;
 - C. List of all trades to be hired; and
 - D. Names, addresses and principals of all subcontractors being hired.
- B. The General Contractor shall include as part of its weekly workforce reports to the Owner, the following information in relation to each resident who is employed on the Project:
 - A. Name of employee;
 - B. Residential address of each employee and length of residence;
 - C. Proof or verification of residence;
 - D. Job category of each employee;
 - E. Hours worked and hourly wage of each employee; and
 - F. Company that employs the resident.
- C. The General Contractor shall require all subcontractors to submit the same information described in Paragraphs A and B, above, regarding the use of

residents on the Project, on the weekly workforce reports the subcontractors provide to the General Contractor.

- D. The General Contractor and its subcontractors shall provide the Owner a list of all the resident companies they have solicited proposals from and all resident companies that have obtained contracts to provide labor or materials on the Project. The list shall be updated quarterly.
- E. The Owner shall review all information submitted in order to determine whether the General Contractor and the subcontractors have made a good faith effort to employ residents and use resident companies on the Project. Throughout the Project, Owner shall continue to provide information to the General Contractor and subcontractors to assist them in identifying qualified residents who are available to work on the Project. Likewise, the Owner shall continue to provide the General Contractor and subcontractors with information identifying resident companies that are interested in performing labor or materials on the Project.

1.06 COMPLIANCE WAIVER

In the event that the General Contractor and its subcontractors fail to locate and hire a sufficient number of residents to meet the hiring goals in this Section, despite the Contractor's and subcontractors' good faith efforts to do so, compliance with the provisions of this Section may be waived, in whole or in part, by the Owner.