

# OAB CONSTRUCTION JOBS POLICY FOR PUBLIC IMPROVEMENTS

## COMPLIANCE METHODS

Contractors shall either follow the hiring and referral process OR satisfy the percentage requirements.

### HIRING & REFERRAL PROCESS

#### STEP 1 - USE EXISTING EMPLOYEES

To assign work to Residents, Apprentices, and Disadvantaged Workers

#### STEP 2 - UNION HALL REQUEST (NAME CALL, REHIRE, ETC.)

Requesting Residents, Apprentices, and Disadvantaged Workers

Craft Request Form

#### STEP 3 - WOJRC JOB REQUEST

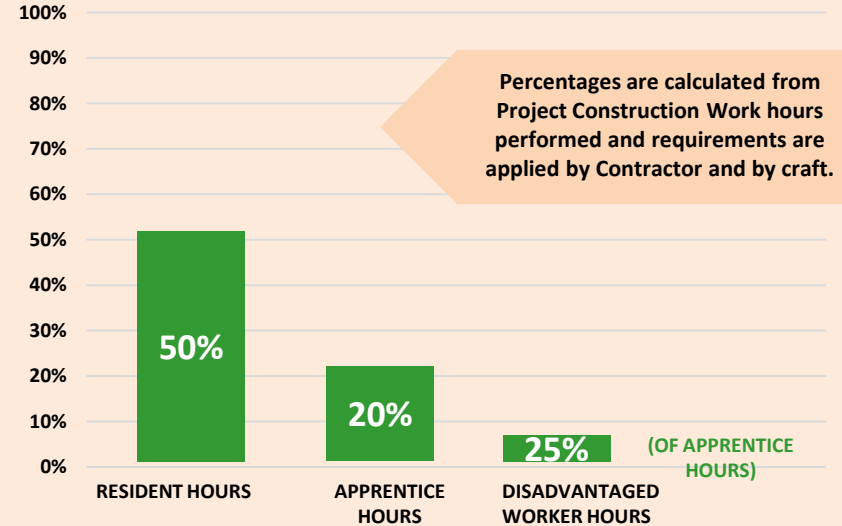
Requesting Residents, Apprentices, and Disadvantaged Workers

Job Referral Request Form

#### STEP 4 - CONSIDER WOJRC REQUEST

#### STEP 5 – UNION HALL REQUEST (General request)

### PERCENTAGE REQUIREMENTS



#### Credit For Off-Site Hours

When determining compliance percentages, a Contractor may use hours performed by Residents or Disadvantaged Workers on other construction projects during the term of the Project Construction.

#### Bonus for New Apprentice Retention

For every 1,000 hours beyond and initial 1,000 hours that any one New Apprentice works for a Contractor, 500 bonus hours can be applied towards such Contractor's Resident percentage requirement.

#### New Apprentice Sponsorship Requirement

In each calendar year, for every 20,000 hours performed by a Prime, such Prime and/or any of its subcontractors shall sponsor 1 New Apprentice and employ such New Apprentice for a total of at least 1,000 hours during the term of the Prime's Project Construction Work.

**NOTE:** This is a conceptual diagram. Please refer to the OAB Construction Jobs Policy for Public Improvements for complete requirements regarding hiring and employment for the construction of the Public Improvements on the former OAB. All capitalized terms have the same meaning as ascribed in the OAB Construction Jobs Policy for Public Improvements.

# WOJRC APPLICANT PROCESS

