

Good Faith Efforts

For those construction contractors that are not signatories to a CBA with organized labor:

- (1) Requested in writing the assistance of the director with respect to efforts to promote the utilization of minorities and women in the workforce and acted upon the director's recommendations; and
- (2) Advertised in minority or women trade association newsletters and/or minority or women owned media at least 15 calendar days prior to the utilization of any construction services on the city construction contract, and used terminology that sufficiently describes the work available, the pay scale, the application process, and anything else that one might reasonably be expected to be informed of relevant to the position being advertised; and
- (3) Maintained copies of each advertisement and a log identifying the publication and date of publication; and
- (4) Established and maintained a current list of resident, minority and women recruitment sources, providing written notifications to the recruitment sources of available employment opportunities, and maintained records of the notices submitted to the organizations and any responses thereto; and
- (5) Maintained a current file for the time period of the city construction contract with the name, address, and telephone number of each resident, minority and woman job applicant, the source of the referral, whether or not the person was hired, and in the event that the applicant was not hired, the reason therefore; and
- (6) Required by written contract all subcontractors to comply with this provision; and
- (7) Promoted the retention of minorities and women journeypersons in its workforce with the goal of achieving sufficient annual hours for minorities and women to qualify for applicable benefits.



Human Relations
Department