

Good Faith Efforts

For those construction contractors that are signatories to collective bargaining agreements with organized labor:

- 1) Requested in writing from each labor union representing crafts to be employed by the city contractor that:
 - 1) The labor union make efforts to promote the utilization of residents of the city, minorities and women in the workforce;
 - 2) The labor union identifies any residents of the city, minorities and women in its membership eligible for employment by the city contractor;
- 2) Collaborate with labor unions in promoting mentoring programs for journeypersons intended to assist minorities and women in increasing retention with the goal of achieving sufficient annual hours to qualify for applicable benefits.
- 3) Maintained a current file with the name, address, and telephone number of each resident, minority and woman worker identified by the labor union, whether or not the person was hired, and in the event the person was not hired, the reason therefore.
- 4) To the extent that the good-faith effort requirements set forth in this section are in conflict with the procedures implemented by the construction contractor in order to comply with a competitive bargaining agreement, the construction contractor shall substitute other procedures, as may be approved by the director in writing, in order to accomplish the purpose and intent of this section.



Human Relations
Department