



GENERAL SPECIAL PROVISIONS to the APWA Standard Specifications – 2014 Edition – FOR CWA COVERED PROJECTS ONLY - (ALL OTHER GSPs APPLY AS WELL TO CWA PROJECTS)

Please be aware of formatting when copying and pasting in your document.

Rev Date	Section	Current Title	Text
5/20/2015	AD (CSI 00 11 13)	AD	<p><i>Insert the following before Project Description:</i></p> <p>This Project is a Covered Project subject to the City of Seattle’s Community Workforce Agreement (CWA) and Priority Hire SMC 20.37.</p>
	0-01.3(2) (CSI 00 41 00, 1.02 G.)	(Bid Form) Declaration	<p><i>Supplement this Section with the following:</i></p> <p>G. <u>Community Workforce Agreement (CWA)</u>: By submitting my Bid I agree to comply with the terms and conditions of the City of Seattle’s Community Workforce Agreement and Priority Hire.</p>
	1-01.2 (CSI 00 72 00, 1.01 B. 1)	Abbreviations	<p>1-01.2 ABBREVIATIONS 1-01.2(1) ASSOCIATIONS AND MISCELLANEOUS</p> <p><i>Supplement This Section With The Following:</i></p> <p>CWA Community Workforce Agreement JAC Joint Administrative Committee</p>
1/19/2017	1-01.3 (CSI 00 72 00, 1.01 C.) CDCM 0072 60	Definitions (deleted project budget and training program, added pre-apprenticeship training program definitions)	<p>1-01.3 DEFINITIONS</p> <p><i>Supplement This Section With The Following:</i></p> <p>APPRENTICE Any worker enrolled in an Apprentice Training Program.</p>

			<p>APPRENTICE TRAINING PROGRAM A program registered and in compliance with the Washington State Apprenticeship and Training Council (WSATC) as defined by RCW 49.04 and WAC 296-05-011 and WAC 296-05-013.</p> <p>CITY The City of Seattle.</p> <p>COMMUNITY WORKFORCE AGREEMENT (CWA) The CWA is the agreement executed between the Director, on behalf of the City, and labor unions that represent the trades and crafts that have workers who typically perform on City public works projects. Referred to as a Project Labor Agreement (PLA) in the ordinance, this agreement is now referred to as the CWA.</p> <p>CORE EMPLOYEE, CORE WORKER An employee of an Open-Shop Contractor that meets the Core Employee criteria established under the CWA.</p> <p>COVERED PROJECT A City public works project with a project budget at or above \$5 million that is not federally-funded, in a remote area or otherwise not subject to the CWA.</p> <p>DIRECTOR The Director of City Purchasing and Contracting Services, FAS.</p> <p>DISPATCH The process by which a union refers workers for employment to contractors as provided in the CWA.</p> <p>DUAL BENEFITS When Open-shop Contractor or Subcontractor contributes into both an existing employer-sponsored benefit plans while also making required payments into the Trust Fund.</p> <p>ECONOMICALLY DISTRESSED AREA, ECONOMICALLY DISTRESSED ZIP CODES A geographic area defined by zip code and found by the Director to have a high concentration of individuals; 1) living at or below 200% of the Federal Poverty Level, 2) unemployed, and or 3) without a college degree, compared to other zip codes. King County zip codes, with a high density per acre of at least two out of the three criteria, will be identified as Economically Distressed Areas. There shall be two classes of such zip codes: tier one zip codes located within the City of Seattle and tier two zip codes located within King County and outside of the City of Seattle.</p> <p>HELMETS TO HARDHATS A nonprofit program that connects National Guard, Reserve, retired and transitioning active-duty military service members with skilled training and quality career opportunities in the construction industry.</p>
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JOBS COORDINATOR

The City employee, or third party entity named by the City, that facilitates the hiring of Priority Workers in collaboration with Contractors and Union Dispatch.

JOURNEY-LEVEL

An individual who has sufficient skills and knowledge of an occupation, either through a formal Apprentice Training Program or through practical on-the-job work experience, to be recognized by a state or federal registration agency and/or an industry as being fully qualified to perform the work of the occupation. Practical experience must be equal to or greater than the term of apprenticeship.

LABOR HOURS

Hours performed on Covered Projects by workers who are subject to prevailing wages under RCW 39.12.

LETTER OF ASSENT

The letter that is required of all Contractors and Subcontractors of all tiers working on Covered Projects that commits the Contractor and Subcontractor to be bound to the City of Seattle CWA.

NON-MANUAL POSITION

A job position on a public works project that is not primarily for the purpose of performing physical construction work, including but not limited to, superintendents, supervisors, staff engineers, quality control and quality assurance personnel, time keepers, mail carriers, clerks, office workers, messengers, guards, safety personnel, emergency medical and first aid technicians and other engineering, administrative, supervisory and management employees.

OPEN-SHOP CONTRACTOR

A Contractor that is not a signatory to a collective bargaining agreement with a Union representing the trade(s) of the Contractor's workers, also known as non-union Contractors.

PRE-APPRENTICE TRAINING PROGRAM

An education-based program, recognized by the State of Washington Apprenticeship and Training Council and endorsed by one or more registered apprenticeship sponsors, with a focus on educating and training students to meet or exceed minimum qualifications for entry into an Apprentice Training Program.

PRIORITY HIRE

The Priority Hire ordinance (SMC Ch. 20.37) prioritizes workers living in economically-distressed ZIP codes, women, people of color and preferred entry candidates for hire on City Covered Projects.

Rev Date	Section	Current Title	Text
			<p>PRIORITY WORKER(S) An individual prioritized for recruitment, training, and employment opportunities because the individual is a Resident in an Economically Distressed Area.</p> <p>PROJECT LABOR AGREEMENT (PLA) See Community Workforce Agreement (CWA).</p> <p>RESIDENT A person who provides evidence to the satisfaction of the Director demonstrating that the person lives at a particular address.</p> <p>UNION A representative labor organization whose members collectively bargain with employers to set the wages and working conditions in their respective trade or covered scope of work.</p>
	<p>1-02.14 (CSI 00 21 13, 1.01 N.) CDCM 00 21 13, 1.12.A.6.</p>	<p>DISQUALIFICATIONS OF BIDDERS</p>	<p>1-02.14 DISQUALIFICATIONS OF BIDDERS</p> <p>1-02.14, 2.c.</p> <p><i>Delete "Affirmative Efforts" and replace with "social equity, Community Workforce Agreement, "</i></p>
	<p>1-03.3(4) (CSI 00 21 13, 1.02 C. 5) CDCM 00 21 13, 1.15.D.3.</p>	<p>EXECUTION OF CONTRACT</p>	<p>1-03.3 EXECUTION OF CONTRACT</p> <p><i>Add the following new Section</i></p>

Rev Date	Section	Current Title	Text
			<p>1-03.3(4) LETTER OF ASSENT TO CWA (NEW SECTION)</p> <p>The successful Bidder shall submit to CPCS the signed Letter of Assent. All Subcontractors are required to sign a Letter of Assent prior to commencing Work as part of the Pre-Job Package process See Section 1-07.10.</p>
	<p>1-03.5 (CSI 00 21 13, 1.02 D.) CDCM 00 21 13, 1.15 G.1.</p>	<p>FAILURE TO EXECUTE THE CONTRACT</p>	<p>1-03.4 FAILURE TO EXECUTE THE CONTRACT</p> <p><i>Delete and replace item 1. With:</i></p> <p>1. Execute the Agreement Form and sign the Letter of Assent within the required time period; or</p>
	<p>1-04.5 (CSI 00 72 00, 1.02 E.) CDCM 00 72 60, 8.01.G</p>	<p>DISPUTE AND CLAIMS RESOLUTION PROCESS</p>	<p>1-04.5 DISPUTE AND CLAIMS RESOLUTION PROCESS</p> <p><i>After the first paragraph insert the following paragraph</i></p> <p>Disputes subject to the labor relationship provisions of the CWA shall be addressed through the process under the CWA for Disputes and Grievances (Article VIII) or Jurisdictional Disputes (Article IX).</p>
	<p>1-05.1 (CSI 00 72 00, 1.03 A.)</p>	<p>AUTHORITY OF ENGINEER</p>	<p>1-05.1 AUTHORITY OF ENGINEER</p> <p><i>Item 1. Delete and replace the last sentence with the following:</i></p> <p>Whenever it is so provided in this Contract, the decision of the Engineer shall be final, provided that such decision may be challenged in accordance with Section 1-04.5 or as provided for labor relations topics covered under the CWA.</p>
	<p>1-05.3(5)</p>	<p>EARLY SUBMITTALS</p>	<p>1-05.3(5) EARLY SUBMITTALS</p>

Rev Date	Section	Current Title	Text
	(CSI 01 33 10, 1.06)		<p>Supplement this section with the following:</p> <p>CWA early submittals are required before any early Subcontractor may start work, including:</p> <p>(1) Pre-Job Package submittal for all Subcontractors as applicable; see Section 1-07.10. For Subcontractors, the Pre-Job Package includes the Subcontractor's signed Letter of Assent.</p>
1/19/2017	1-05.13(1) (CSI 00 72 00, 1.03 M.1) CDCM 00 72 60, 5.01.I.	SUPERINTENDENTS, LABOR, AND EQUIPMENT GENERAL	<p>1-05.13 SUPERINTENDENTS, LABOR, AND EQUIPMENT 1-05.13(1) GENERAL</p> <p>Delete and replace the second sentence of the third paragraph with:</p> <p>Incompetent, careless, or negligent employees (including supervisors) or employees who reportedly engage in bullying or harassment shall be discharged by the Contractor upon written order of the Engineer. Bullying and harassment includes any inappropriate conduct or comment by a person towards a worker that the person knew or reasonably ought to have known would cause the worker to be humiliated or intimidated.</p>
	1-07.1(2) (CSI 00 72 00, 1.04 A. 2) CDCM 00 72 60, 5.07. I.3.	SAFETY RULES AND STANDARDS	<p>1-07.1(2) SAFETY RULES AND STANDARDS</p> <p>Supplement the second paragraph (that starts with These requirements) with the following:</p> <p>Per CWA Article II (Project Conditions), the Contractor shall provide a copy of a project specific safety plan to the Unions at the pre-job conference and also to notify and provide a copy if any subsequent changes are made to the safety plan. Per CWA Article II, Section 2, all Personal Protective Equipment shall be furnished and paid for by the Contractor or Subcontractor.</p>
	1-07.4 (CSI 00 72 00, 1.04 D.)	SANITATION	<p>1-07.4 SANITATION</p> <p>Supplement this Section with a new paragraph:</p> <p>Per the CWA, Article IV (Hours of Work, Overtime, and Shifts), Section 6, the Contractor shall provide adequate sanitary and restroom facilities for workers on Covered Projects and provide a room for drying clothes and tables for meals.</p>

Rev Date	Section	Current Title	Text
	1-07.9(1)A (CSI 00 73 43, 1.01 A.) CDCM 00 73 43, 1.01, A 1. AND 2.	PREVAILING WAGE RATES GENERAL	1-07.9(1) PREVAILING WAGE RATES 1-07.9(1)A GENERAL <i>Insert the following as the second sentence in the first paragraph:</i> The CWA Article III (Wage Rates and Fringe Benefits) and Article IV (Hours of Work, Overtime and Shifts) provides supplemental requirements for wages. <i>Delete and replace the first sentence in the second paragraph:</i> The Contractor is responsible for assigning the appropriate classification to all laborers, workers or mechanics that perform any work under this Contract, in conformance with the scope of work descriptions established by the Industrial Statistician of the Washington State Department of Labor and Industries (L&I) and subject to Jurisdictional Disputes processes provided in the CWA Articles IX (Jurisdictional Disputes) and Article X (Subcontracting) as well as Article VIII (Disputes and Grievances) where applicable.
	1-07.9(1)C (CSI 00 73 43, 1.01 C.) CDCM 00 73 43 1.01.C.1	WAGE RATES	1-07.9(1)C WAGE RATES <i>Supplement the end of the first paragraph with the following:</i> Under CWA Article III (Wage Rates and Fringe Benefits), each September Contractors and Subcontractors shall incorporate all increases in prevailing wage rates. Such increases shall be included within the Contractor's Bid.
1/19/2017	1-07.9(1)C (CSI 00 73 43, 1.01 C. 1) (NEW) CDCM 00 73 43, 1.01,C.5.	WAGE RATES	1-07.9(1)C WAGE RATES <i>Supplement this Section with a new subsection</i> 1-07.9(1)C1 TRUST FUND CONTRIBUTIONS AND DUAL BENEFITS (NEW SECTION) 1. Under the CWA Article III (Wage Rates and Fringe Benefits), the Contractor and all Subcontractors are required to pay into a joint labor/management employee welfare benefit trust fund(s) ("Trust Fund"), regardless if they participate in an employer-sponsored benefit plan. Contractor and all Subcontractors are required to complete trust documents and submit the documents to the Union for each worker and to pay into the Trust Fund as required by that Trust Fund's schedule.

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			<p>2. If any Subcontractor does not pay into the Trust Fund, the Union may provide notice and documentation to the Contractor and CPCS in the form of a grievance or other communication.</p> <p>a. If after ten (10) business days from such notice, delinquencies remain unpaid, the Contractor (if different) shall withhold an amount to cover the delinquency from any unpaid funds otherwise due and owing to the delinquent Subcontractor, and shall not release such withholding until the delinquent Subcontractor is in compliance.</p> <p>b. The delinquent Subcontractor, and Contractor (if different), by mutual agreement, may identify other agreeable solutions that assure timely payment to the Trust Fund. If the delinquent amounts are undisputed in whole or in part between the Trust Fund and the delinquent subcontractor, the Contractor (if different) shall issue a joint check to the Trust Fund with the Subcontractor named in the amount of the undisputed delinquency.</p> <p>3. Open-Shop Contractors that pay Dual Benefits, are eligible for reimbursement from the Owner of the applicable portion of the employer-provided usual benefits as defined by WAC 296-127-014. Contractor and Subcontractors are required to submit a Dual Benefit Reimbursement Form and invoice to CPCS.</p>
	<p>1-07.9(1)D (CSI 00 73 43, 1.01 D. 1) CDCM 00 73 43 1.01.D.1.</p>	<p>OVERTIME</p>	<p>1-07.9(1)D OVERTIME</p> <p><i>Supplement the end of the first section with the following:</i></p> <p>a. CWA Covered Projects The CWA requires additional payment for overtime above and beyond the requirements of RCW 49.28 and WAC 296-127-022. Examples are overtime payments for missed meals and 2nd and 3rd shift overtime above specified shift hours. For Covered Projects, see CWA Article IV. The contractor shall include all costs for overtime specified in the CWA within the Bid.</p>
	<p>1-07.9(5) (CSI 00 73 43, 1.05) CDCM 00 73 73 1.05.A.</p>	<p>PREVAILING WAGES FOR APPRENTICES</p>	<p>1-07.9(5) PREVAILING WAGES FOR APPRENTICES</p> <p><i>Supplement the end of the first section with the following sentence:</i></p> <p>Apprenticeship prevailing wages are subject to CWA Articles III and IV.</p>
	<p>1-07.9(6) (CSI 00 73 43, 1.06)</p>	<p>PREVAILING WAGE DISPUTES</p>	<p>1-07.9(6) PREVAILING WAGE DISPUTES</p> <p><i>Replace the first sentence of the first section with the following:</i></p>

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	CDCM 00 73 43, 1.06		Prevailing wage disputes are not subject to the dispute resolution process under Section 1-04.5; however these disputes are subject to the provisions of the CWA Disputes and Grievances (Article VII) or Jurisdictional Disputes (Article IX).																								
1/19/2017	1-07.10 (NEW SECTION NEAR CSI 00 72 00, 1.05) CDCM CWA NEW SECTION 00 73 48	RESERVED	<p>1-07.10 RESERVED</p> <p><i>Delete this Section and Title and replace with the new Section and Title:</i></p> <p>1-07.10 COMMUNITY WORKFORCE AGREEMENT AND PRIORITY HIRE WORKERS (NEW SECTION)</p> <p>The requirements of the Community Workforce agreement and Priority Hire shall apply. The City adopted a Priority Hire requirement (SMC Ch. 20.37) and entered into a Community Workforce Agreement to prioritize workers living in Economically-Distressed ZIP Codes, women, people of color and preferred entry candidates for hire on City Covered Projects. CPCS administers and enforces Priority Hire and the Community Workforce Agreement and assists Contractors during Bid and after Award to comply with Priority Hire and CWA provisions. Additional Contractor responsibilities and forms can be found in the labor manual. The labor manual includes the CWA, forms and guidelines and is in the Appendix.</p> <p>Contractors interested in obtaining assistance or information may contact CPCS at 206-684-0444.</p> <p>For Covered Projects, the following workforce diversity requirements and aspirational goals to meet the intent of SMC Ch. 20.37 shall apply. For additional details on Preferred Entry see Section 1-07.12 and the CWA.</p> <table border="1"> <thead> <tr> <th colspan="2">APPRENTICE AND PRIORITY HIRE REQUIREMENTS AND ASPIRATIONAL GOALS</th> </tr> <tr> <th colspan="2">Requirements</th> </tr> </thead> <tbody> <tr> <td>Apprentice Utilization</td> <td></td> </tr> <tr> <td>Apprentice – Preferred Entry</td> <td></td> </tr> <tr> <td>Priority Workers – Apprentice Level</td> <td></td> </tr> <tr> <td>Priority Workers – Journey Level</td> <td></td> </tr> <tr> <th colspan="2">Aspirational Goals</th> </tr> <tr> <td>Journey Level</td> <td></td> </tr> <tr> <td>People of Color</td> <td></td> </tr> <tr> <td>Women</td> <td></td> </tr> <tr> <td>Apprentices</td> <td></td> </tr> <tr> <td>People of Color</td> <td></td> </tr> </tbody> </table>	APPRENTICE AND PRIORITY HIRE REQUIREMENTS AND ASPIRATIONAL GOALS		Requirements		Apprentice Utilization		Apprentice – Preferred Entry		Priority Workers – Apprentice Level		Priority Workers – Journey Level		Aspirational Goals		Journey Level		People of Color		Women		Apprentices		People of Color	
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			<div data-bbox="854 230 1701 259" style="border: 1px solid black; padding: 2px;">Women</div> <p>1-07.10(1) PRE-JOB PACKAGE AND PRE-JOB CONFERENCE</p> <p>The Contractor shall submit the Pre-Job Package for self-performed work along with the project specific safety plan to CPCS prior to attending a pre-job conference and shall attend a pre-job conference with Unions and CPCS per CWA Article IX (Jurisdictional Disputes) two weeks prior to commencing Work. The Contractor's Pre-Job Package shall include a copy of the signed Letter of Assent that was provided to the Owner before Contract Execution.</p> <p>Each Subcontractor shall submit the Pre-Job Package prior to attending a pre-job conference to the Contractor who then submits it to CPCS. The Subcontractor shall attend a pre-job conference with Unions and CPCS two weeks prior to commencing work. The Contractor may attend with the Subcontractor but is not required.</p> <p>The Pre-Job Package includes the Letter of Assent, Pre-Job Form, and if applicable the Core Worker list and supporting documentation. See CWA Article IX and Core Workers Article XI.</p> <p>1-07.10(2) CORE WORKERS</p> <p>Open-shop Contractors may bring as many as five Core Workers onto the Covered Project for each contract. All subsequent Open-shop Contractor workforce needs will be fulfilled through the respective Union hiring hall or by agreement between the Open-shop Contractor and the respective union.</p> <p>1-07.10(3) REPRESENTATION FEES</p> <p>Contractors are responsible for honoring Union dues and representation fees check-off (for union members and Core Workers) and remitting dues and fees to the appropriate Union.</p> <p>1-07.10(4) WORKFORCE PROJECTIONS</p> <p>On or before the date of the preconstruction meeting, the Contractor shall submit to CPCS, a plan (as part of the Social Equity Plan Form) outlining how the Priority Hire requirements and aspirational goals will be met on the total Contract labor hours. The plan shall be submitted on a form provided by the Owner and updated by the Contractor on a quarterly basis.</p> <p>1-07.10(5) WORKER DISPATCH</p> <p>The Contractor and all Subcontractors shall request new hires from Union hiring halls using a Craft Request Form. Core Workers of Open-shop Contractors are also required to be Dispatched from Union hiring halls. Contractors shall seek to first hire Priority Workers who are Residents of Seattle Economically Distressed ZIP Codes, and then Priority Workers from ZIP codes in</p>

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			<p>King County, and then Priority Workers from any other Economically Distressed ZIP code. See CWA Articles XII (Employment Diversity) and Article VI (Management Rights). If the signatory Union(s) are unable to fill a request for employees within two business days, the Contractor or Subcontractor shall request a referral from the Jobs Coordinator. If the Jobs Coordinator is unable to refer a worker that can satisfy the request, the Contractor shall make any other reasonable efforts to comply with Priority Hire requirements and aspirational goals as practicable given the needs of the work to be performed.</p> <p>1-07.10(6) JOINT ADMINISTRATIVE COMMITTEE (JAC)</p> <p>The Joint Administrative Committee is made up of labor and city representatives and is tasked with addressing safety, referral of Priority Workers, Apprenticeship utilization, preferred entry, job progress and other relevant issues that will affect the project. The Contractor shall attend the monthly Joint Administrative Committee meetings, track Priority Worker utilization and maintain copies of Craft Request Forms for the duration of the project.</p> <p>1-07.10(7) MONITORING</p> <p>CPCS will monitor the Priority Worker and Apprentice utilization data provided by the Contractor. The Owner will make routine visits to the Project Site for contract compliance. Contractor shall cooperate with CPCS and allow CPCS unfettered access to the Project Site and records. The City may request more than one form of physical address verification from Residents living in Economically Distressed ZIP Codes.</p> <p>1-07.10(7) NON-MANUAL POSITIONS</p> <p>The Director may authorize a credit of up to 10% of the hours performed by Priority Workers, if the Contractor or Subcontractor hires workers from Economically Distressed ZIP Codes who perform non-manual work and continues to employ said workers in Non-manual Positions for the duration of the Contractor or Subcontractor's work on the Covered Project. Such credit must be approved by the Director.</p>
	<p>1-07.11 (CSI 00 72 00, 1.05) CDCM 00 73 36, 1.02.A.</p>	<p>SOCIAL EQUITY IN CONTRACTING</p>	<p>1-07.11 SOCIAL EQUITY IN CONTRACTING</p> <p><i>In the first sentence:</i></p> <p>Insert "Priority Hire" after Affirmative Efforts and before and Apprenticeship.</p>

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1/19/2017	1-07.11(5) (CSI 00 72 00, 1.05 F.2) CDCM 00 73 36 1.08.B.1. AND 1.08.B.4.	APPRENTICE	<p>1-07.11(5) B APPRENTICE UTILIZATION REQUIREMENTS AND GOALS</p> <p><i>Delete and replace the first paragraph with the following:</i></p> <p>The Contractor shall ensure that no less than fifteen percent (15%) and no more than 20% of the total Contract labor hours utilized on the Project are performed by Apprentices registered with the Washington State Apprenticeship and Training Council (WSATC). The Apprentice utilization requirement will be set at 15% unless determined otherwise by CPCS (See Section 1-07.10). Additional preferred entry hiring is required under Section 1-07.12</p> <p><i>Delete and replace item 2) in the fourth paragraph:</i></p> <p>2) Recruit and hire minority and women Apprentices for the Project. The Owner has established aspirational goals provided in Section 1-07.10 for women and minority Apprentices based on the total Apprentice utilization requirement percentage and the Contractor may substitute other efforts to meet the intent as approved by CPCS.</p>
	1-07.11(5) (CSI 00 72 00, 1.05 F.3) CDCM 00 73 36, 1.08.C.1.	<p>APPRENTICE UTILIZATION PLAN</p> <p>(THIS EDIT APPLIES TO ALL PROJECTS)</p>	<p>1-07.11(5) C APPRENTICE UTILIZATION PLAN</p> <p><i>Delete the website listed and replace with the following website:</i></p> <p>http://www.seattle.gov/city-purchasing-and-contracting/social-equity/apprenticeships</p>
1/19/2017	1-07.12 (CSI 00 72 00, 1.05 F.7) CDCM 00 73 36, 1.08.F.	RESERVED	<p>1-07.12 RESERVED</p> <p><i>Add the new Section and Title:</i></p> <p>1-07.12 PREFERRED ENTRY TO APPRENTICESHIP (NEW SECTION)</p> <p>The Contractor shall ensure compliance with the preferred entry requirement that one (1) of every five (5) Apprentices on the project is from a recognized Pre-apprentice Training Program and receive preferred entry into apprenticeship and on to Covered</p>

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			<p>Projects per the processes in the CWA Article XV (preferred entry). Preferred entry candidates must meet all of the following qualifications to be counted toward the preferred entry requirement:</p> <ol style="list-style-type: none"> 1. Graduate of a recognized Pre-apprentice Training Program defined in the Community Workforce Agreement or Helmets to Hardhats referral; 2. Be employed at least 700 hours on the project; and 3. Either be within their first 1,500 hours of apprenticeship or be prepared to register for an Apprenticeship Training Program.
	1-08.1(2)A (CSI 01 31 10, 1.02 A) CDCM 01 31 19, 1.02.C.5.K.	PRECONSTRUCTION CONFERENCE	<p>1-08.1(2)A PRECONSTRUCTION CONFERENCE</p> <p><i>Insert a new number "h."</i></p> <p>h. To review the requirements of the CWA (Sections 1-07.10, 1-07.11, and 1-07.12); and</p>
1/19/2017	1-08.1(3) (CSI 00 72 00 1.08 B. 3) CDCM 00 72 60, 5.20	SUBCONTRACTING	<p>1-08.1(3) SUBCONTRACTING</p> <p><i>Insert the following after the fourth paragraph to make a new fifth paragraph:</i></p> <p>Before any Subcontractor of any tier may start Work, the Subcontractor shall submit the Pre-Job Package (Section 1-07.10) to the Contractor and attend a pre-job conference two weeks prior to commencing work. The Contractor shall provide the Community Workforce Agreement and Priority Hire requirements and aspirational goals to potential bidders before bidding and include these requirements in all Subcontracts.</p>
	1-08.1(4) (CSI 00 72 00, 1.08 B. 4) CDCM 00 72 60 5.05.C	HOURS OF WORK	<p>1-08.1(4) HOURS OF WORK</p> <p><i>Delete and replace the first sentence of the first paragraph with the following:</i></p> <p>The normal hours of Work shall be between 7:00 AM and 7:00 PM on any Working Day and shall consist of 8 hours, exclusive of a lunch period of one-half hour.</p>

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			<p>Supplement the end of the second paragraph:</p> <p>In accordance with the requirements of the CWA, the Contractor shall provide adequate notice to Unions of any change in working hours.</p>
	1-08.8(2) (CSI 00 72 00, 1.08 I.2) 00 72 60 3.05.G.	NON-EXCUSABLE DELAYS	<p>1-08.8(2) NON-EXCUSABLE DELAYS</p> <p>Supplement the end of this section with the following:</p> <p>The Contractor's failure to allow adequate time to comply with the requirements and processes of the CWA and Priority Hire are non-excusable delays.</p>
	1-09.9(3) (CSI 00 72 00, 1.09 I.3) CDCM 00 72 60 6.05. ADD 14.	OWNER'S RIGHT TO WITHHOLD AND DISBURSE CERTAIN AMOUNTS	<p>1-09.9(3) OWNER'S RIGHT TO WITHHOLD AND DISBURSE CERTAIN AMOUNTS</p> <p>Supplement the end of #7 of this section with a new letter k:</p> <p>or k. Failure of the Contractor to comply with the requirements of the CWA or Priority Hire (Sections 1-07.10, 1-07.11, 1-07.12and others).</p>
1/19/2017	1-10.2(5)C (CSI 01 55 80, 1.04 D.5.6) CDCM 01 52 00	GENERALTRAFFIC CONTROL RESTRICTIONS	<p>1-10.2(5)C GENERAL TRAFFIC CONTROL RESTRICTIONS</p> <p>4. Parking</p> <p>Supplement the end of the last paragraph under 4. Parking with the following:</p> <p>Unless provided for in the Project Manual, dedicated parking within a three block radius is not available. As required under the CWA Article II (Project Conditions), the Contractor shall provide for employee parking through project-dedicated parking, transportation from a designated Contractor-provided parking location, reimbursement of employee public transit use, or pay a negotiated amount for parking compensation. The cost of Contractor-provided employee parking shall be included with the various items of the Contractor's Bid.</p>

Rev Date	Section	Current Title	Text
			<p><i>[Note – this section may be edited in the Project Manual if your project either allows parking on-site or within a 3-block radius or if your project is in an area that is more restrictive of parking (south lake union area for example); please let the labor equity group in CPCS know if it is more restrictive.]</i></p>

End of Document