



CONTRACTOR OBLIGATIONS

TERO's Authority

The Tulalip Tribes Board of Directors finds that employment discrimination against Indians persists despite a large number of Indian and non-Indian owned businesses employing skilled and non-skilled workers. The Tulalip Tribes Board of Directors further finds that jobs in businesses and other economic opportunities on or near the Tulalip Indian Reservation are important to which Indians have unique preferential rights and therefore, to implement the unique employment rights of Indians, establishes a Tribal Employments Rights Commission and Tulalip Tribal Employments Rights Office to achieve its goals and policies. (The term Indian hereafter shall be referred to as "Native American.") Under this code, The Tulalip Tribal Employments Rights Office, (hereafter "TERO") operates as an employment hiring agency. TERO provides preferential employee dispatch, referral services, and skills training. TERO also has the authority to regulate and enforce preference in employment, contracting. And economic development opportunities in this Code. **TERO will implement, Monitor & enforce NAOB preference in Contracting.**

1. Fill out a TERO Compliance Plan
 - Meet with TERO Compliance Officers to negotiate the workforce; with the exception of a maximum of 20% for key employees or core crew; hereafter "key employees".
 - Listing the specific positions that will be utilized on the project; the names, level, positions, trade, wages, including all unfilled positions.
 - Notify TERO of all job vacancies. All available TERO Clients shall be considered first before any non-Natives are considered for employment and training.
 - TERO Clients have preference in retention of employment from the beginning to the end of the project; TERO shall be informed of any lay-offs prior to occurrence. All TERO dispatches are the last to be released from the project.
 - If there are employee issues TERO will be notified to allow for informal counseling for job retention.
 - All contractors shall identify their key employees with their, expertise, time with the company, position and wage rate. Key employees have to be on the company payroll for one year continuously in a supervisory capacity or be an owner of the company, or have a specialized craft to qualify. An employee who is hired on a project by project basis shall not be considered a key employee.
2. The Contracting Agency or General Contractor shall pay 1.75% TERO Fee on the total aggregate cost on all construction projects over 10k
3. Submit a TERO Compliance Plan with a minimum of three days prior to start date of the project.
4. Notify TERO of contractor construction trade affiliations.
5. Comply with Compliance on site inspections and investigations.
6. Provide copies of certified payroll reports to the TERO office upon request.

Certification of Service: **"DO NOT SIGN UNTIL AFTER YOU HAVE MET WITH TERO"**

I, _____ duly swear that I have been provided the Contractors obligations of Indian Preference as a contractor conducting business on the Tulalip Tribes Reservation. I attest to the fact that the TERO representative whose signature below did in fact explain these specific obligations and allowed for an opportunity to represent questions, comments, or discussion on these requirements related to this contract.

Employer Representative

Date

Company

TERO Official

TULALIP TERO 6406 MARINE DR TULALIP WA, 98271/360.716.4747/WWW.TULALIPTERO.COM

TEROCOMPLIANCE@TULALIPTRIBES-NSN.GOV



COMPLIANCE PLAN

PROJECT: _____

PROJECT LOCATION: _____

CONTRACTING AGENCY: _____ CONTACT NAME/PHONE: _____

COMPANY: _____ ☐ UNION PHONE: _____

☐ Sub Contractor _____

OWNER(S): _____

PM/SUPERINT Name: _____ **PHONE:** _____

CONTACT PERSON(S): _____ **PHONE:** _____

ADDRESS: _____

CITY/STATE: _____ **ZIP:** _____

E-MAIL: _____ **FAX:** _____

SCOPE OF WORK: _____

START DATE: _____ **COMPLETION DATE:** _____

PROJECT COST: \$ _____ **TERO FEE: \$** _____

PARTY RESPONSIBLE FOR PAYMENT: _____

TERO FEE: The Owner/General Contractor is responsible to pay a TERO fee at 1.75% on the total aggregate cost of all construction over \$10,000. TERO needs to be notified of any project increase or decrease to adjust the TERO fee accordingly.

EMPLOYEES (WORKERS ON SITE)

Non-preferred Permanent and Key Employee(s) shall not exceed 20% of the workforce. Permanent and Key employees are subject to TERO approval and TERO may require a position to be opened up to all preference workers. *(Add additional sheets if needed)*

Name	Position	Wage/Fringe	Hire Date	Native Y/N
		\$ / /	/ /	/
		\$ / /	/ /	/
		\$ / /	/ /	/
		\$ / /	/ /	/
		\$ / /	/ /	/
		\$ / /	/ /	/

TRIBAL HIRING HALL *Request for workers

Employers may not employ any non-TERO preference worker until TERO has been given 72 hours to locate and refer a qualified local preference worker. *(Add additional sheets if needed)*

Positions	Number of each	Wage	Start/End date
		\$ / /	/ /
		\$ / /	/ /
		\$ / /	/ /

CONTRACTING & SUBCONTRACTING *(Add additional sheets if needed)*

Sub-Contractors	Contact Person	Phone	Native Y/N
		() -	/
		() -	/
		() -	/
		() -	/

Contractor/Business Acknowledgment

By signing below, I declare that all the information I have provided is true, correct and complete to the best of my knowledge. I have been provided the TERO Contractors Obligations and Compliance Plan and I will abide by the TERO requirements, Ordinance/Codes, orders and procedures. I understand that untruthful or misleading answers or non-compliance are cause for denial of my application and may subject me to enforcement violations and sanctions.

		/ /
Company Representative(s)	Signature	Date
Agency Plan		<input type="checkbox"/> Yes <input type="checkbox"/> No
Compliance Plan		<input type="checkbox"/> Approved <input type="checkbox"/> Disapproved

By: / /
TERO Compliance Officer Date

Approved by: / /
TERO Official Approval Date