



COLORADO RIVER INDIAN TRIBES

Colorado River Indian Reservation Tribal Employment Rights Office

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EMPLOYER COMPLIANCE PLAN (SUB—CONTRACTOR VERSION)

Tribal Employment Rights Office ("TERO")

STATEMENT: Jobs in the private employment sector are an important resource on the Colorado River Indian Reservation, thus the Colorado River Indian Tribes ("CRIT") are committed to securing such jobs for its members and local Indians as they become available. Furthermore, CRIT helps drive the local economy and asks employers to use local goods and services when developing a project, with that preference given to Indian-owned businesses and entrepreneurs.

AUTHORITY: Pursuant to the authority delegated to it under Article I of the CRIT Labor Code, CRIT TERO requires all covered employers to agree to this approved Compliance Plan prior to commencing work on the Colorado River Indian Reservation. Furthermore, CRIT TERO reports quarterly to the USEEOC and has adopted and abides by federal laws, including Title VII of the Civil Rights Acts of 1964 and 1991, Equal Pay Act of 1963, Age Discrimination in Employment Act of 1967, Title I and Title V of the Americans with Disabilities Act of 1990, and Sections 501 and 505 of the Rehabilitation Act of 1973.

REQUIREMENTS: Covered employers are required by tribal law and this Compliance Plan to:

- Use local manpower when filling open positions, with first preference given to qualified CRIT members. Thereafter, SUB contractors must follow the preference priority provided in CRIT Labor Code § 1-302.
- Submit a copy of the certified payroll for the project at any time during the project.
- Utilize the E-Verify System of the U.S. Citizenship and Immigration Services (or any equivalent or successor system) to guarantee employment eligibility for all employees and provide related documentation upon request. This requirement ensures that tribal employment opportunities are not displaced illegally.
- Prior to Construction, the CRIT TERO Office requests to have all the information LISTED BELOW:
Contract and/or Scope of Work; Construction Schedule, (if long term project); CRIT Business License please call, 928-669-1336; CRIT Building Permit (if applicable) please call, 928-669-1346; State of AZ Registered Contractor License; Insurance Documents; Available Position(s) with Title/Wage/Job Description; and the TERO FEE MUST be paid prior to Construction.
- Submit to unannounced general compliance checks.
- Comply with all applicable Tribal laws, including any Tribal business license and taxation requirements.
- Provide all the required information on the form on page 2, signed and dated.

