**TRIBAL EMPLOYMENT RIGHTS OFFICE (T.E.R.O.)**
COLORADO RIVER INDIAN TRIBES
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# EMPLOYER COMPLIANCE PLAN (SUB-CONTRACTOR VERSION)

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 U.S. E.E.O.C., 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:

- Submit all the following information **prior** to the beginning of the project: ***Contract and/or Scope of Work***; ***Construction Schedule*** *(if long term project)*; ***CRIT Business License*** *(928-575-1320)*; ***CRIT Building Permit*** *(928-669-1346)*; ***State of AZ Registered Contractor License***; ***Insurance Documents*** *(listing "CRIT")*; ***Available Position(s) with Title/Wage/Job Description***; *and* ***payment of the TERO Fee*** *(3.5% of Total Contract Amount, applicable to contracts totaling $50,000 or more. This TERO Fee is assessed against both contractors and/or subcontractors who perform work on the Colorado River Indian Reservation).*
- Be subject to general compliance checks at any time.
- Use local manpower when filling open positions, with first preference given to qualified CRIT members. Thereafter, contractors must follow the preference priority provide in CRIT Labor Code § 1-302.
- Submit a copy of the certified payroll for the project and a list of subcontractors to be used 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.
- Comply with all applicable CRIT Tribal laws, including Tribal business license and taxation requirements.
- Provide all the required information on page 2, signed and dated.