

CAMBRIDGE EMPLOYMENT PLAN  
MUNICIPAL ORDINANCE SECTIONS 2.66.060, ET SEQ.  
MINORITY/ WOMEN/ RESIDENT HIRING

HIRING REQUIREMENTS

On any construction project which is funded in whole or in part by City, State or Federal funds, or funds which the City expends or administers in accordance with a federal grant, or on any construction project for which the City is a signatory to the construction contract, the worker hours shall be performed as follows:

1. No less than TWENTY-FIVE PERCENT (25%) of the total employee worker hours shall be performed by BONA FIDE CAMBRIDGE RESIDENTS. A Cambridge resident is any person for whom the principal place where that person normally eats and sleeps and maintains his or her normal personal and household effects is within the City of Cambridge.
2. No less than TWENTY-FIVE PERCENT (25%) of the total employee worker hours shall be performed by MINORITY PERSONS. Minority persons mean and include those persons who are Black, Hispanic, Asian, Native American, or Cape Verdean.
3. No less than TEN PERCENT (10%) of the total employee worker hours shall be performed by WOMEN.

COMPLIANCE, ENFORCEMENT, SANCTIONS

1. All contractors entering into construction contracts shall:
  - a. Certify that they have read the provisions Cambridge Municipal Ordinance ~~2.66.060~~, et seq. (a copy of which follows) and that they shall comply with them;
  - b. List all job openings with Employment Resources, Inc. ("ERI") and keep accurate records as to action taken on referrals from that agency;
  - c. Maintain personnel records listing names, addresses, sex and race of their employees; and require their subcontractors to do likewise. All records required to be maintained by this section shall be made available on request to representatives of the Cambridge Community Development Department. All such records shall be maintained for the duration of the construction project and for one year thereafter.
2. Failure to comply with these requirements will result in the imposition of sanctions permitted by the Cambridge Municipal Code and any other applicable laws or provisions.
3. The following standards will be used to determine whether the Contractor has acted in good faith in attempting to meet the requirements of Cambridge Municipal Ordinance ~~2.66.060~~, et seq. for hiring residents, minorities and women:

The Contractor must demonstrate that it has done all of the following except where such requirement would conflict with a collective bargaining agreement:

a. Prior to construction and during construction, when necessary, it posted jobs with ERI and all appropriate trade unions and requested that referrals be made in the proportions necessary to meet the CEP's employment standards;

b. It interviewed all qualified applicants and returned completed interview forms to ERI within one week of each respective interview;

c. It provided the City with the name and telephone number of the person designated as Compliance Officer to work directly with the City; and

d. It has submitted to the City a projection of workforce needs over the course of construction of the project. Such submission shall reflect the needs, by trade, for each month of the construction process.

In addition, at the discretion of the City, contractors may be required to comply with the following:

- a. Place its own ads in local and local minority newspapers or tabloids;
- b. Place a State Department Employment and Training ad.