

THE METROPOLITAN COMMUNITY COLLEGES

DISTRICT REGULATION

5.05030 DR

CONSTRUCTION, MAINTENANCE AND ALTERATION CONTRACTS -
AFFIRMATIVE ACTION

5.05030 DR

In accordance with board policy on affirmative action, contracts will be issued as follows:

- Category A - Contracts under \$10,000
- Category B - Contracts of \$10,000 to \$50,000
- Category C - Contracts over \$50,000

I. Category A - Contracts under \$10,000 will contain the following paragraph:

Equal Employment Opportunity

Hiring Practices - The contractor will not discriminate against any employee or applicant for employment because of race, religion, color, sex or national origin.

II. Category B - Contracts of \$10,000 to \$50,000 will contain the following paragraphs:

A. Equal Employment Opportunity

B. During the performance of this contract, the contractor agrees as follows:

1. The contractor will not discriminate against any employee or applicant for employment because of race, religion, color, sex or national origin. The contractor will take positive action to insure that applicants are employed and that employees are treated during employment without regard to their race, religion, color, sex or national origin.

Such action will include, but not be limited to, the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertisement; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices setting forth the requirements of these non-discrimination provisions.

2. The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, religion, color, sex or national origin.

3. The contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding a notice advising the labor union or workers' representative of the contractor's equal opportunity commitments, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.
 4. In the event of the contractor's noncompliance with the equal opportunity conditions of this contract or with any of such rules, regulations or orders, this contract may be cancelled, terminated or suspended in whole or in part.
 5. The contractor will include all of clauses 1 through 4 inclusive in every subcontract or purchase order, so that such provisions will be binding upon each subcontractor or vendor.
- C. Exemptions to the above equal opportunity conditions are construction contracts and subcontracts not exceeding \$10,000.
- D. Unless otherwise provided, the above equal opportunity provisions are required to be inserted in subcontracts at the site of construction.

III. Category C - Contracts over \$50,000 will contain the following paragraphs:

A. Equal Employment Opportunity

B. During the performance of this contract, the contractor agrees as follows:

1. The contractor will not discriminate against any employee or applicant for employment because of race, religion, color, sex or national origin. The contractor will take positive action to insure that applicants are employed and that employees are treated during employment without regard to their race, religion, color, sex, or national origin. Such action shall include, but not be limited to, the following: employment, upgrading, demotion or transfer; recruitment advertisement; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices setting forth the requirements of these non-discrimination provisions.
2. The contractor will, in all solicitations and advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, religion, color, sex or national origin.
3. The contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding a notice advising the labor union or workers' representative

of the contractor's equal opportunity commitments, and will post copies of the notice in conspicuous places available to employees and applicants for employment.

4. In the event of the contractor's noncompliance with the equal opportunity conditions of this contract or with any of such rules, regulations or orders, this contract may be cancelled, terminated or suspended in whole or in part.
 5. The contractor will include all of clauses 1 through 4 inclusive in every subcontract or purchase order so that such provisions will be binding upon each subcontractor or vendor.
- C. Exemptions to the above equal opportunity conditions are construction contracts and subcontracts not exceeding \$10,000.
- D. Unless otherwise provided, the above equal opportunity provisions are required to be inserted in subcontracts at the site of construction.

Approved: Chancellor
April 1, 1975