



ECONOMIC OPPORTUNITY EMPLOYMENT REQUIREMENTS

The following is applicable to all Projects related to HUD and/or Agency funded projects.

- A. The project requires that all contractors and subcontractors provide opportunities for training or employment to be given to, first, public housing residents (Section 3 Workers) on site of the project or within the project geographical area, second, public housing, Section 8 (HCV) participants, lower-income residents, or YouthBuild participants within the City/County of Sacramento,
- B. The parties are to certify and agree that they are under no contractual or other disability which would prevent them from fully complying with HUD and Agency requirements.
- C. General Contractor will ensure that all subcontractors send to each labor organization or representative of workers with which there is a collective bargaining agreement or other contract, memoranda of understanding, a notice advising the said labor organization or workers' representative of all commitments under this Employment Clause and shall post copies of the notice in conspicuous places available to employees and applicants for employment or training.
- D. Consistent with existing Federal, state, and local laws and regulations, PHAs or other recipients receiving public housing financial assistance, and their contractors and subcontractors, must make efforts to provide employment and training opportunities generated by the public housing financial assistance to Section 3 workers, in that:

Contractor and subcontractor must make outreach and engagement efforts described in this section in the following order of priority by:

- 1. Identifying the number of positions in the various occupational categories, including skilled, semi-skilled, and unskilled labor, needed to perform each phase of Section 3 covered project;
- 2. Identifying the positions described in Paragraph (1) of this Section, the number of positions in the various occupational categories which are currently occupied by regular, permanent employees;
- 3. Identifying the positions described in Paragraph (1) of this Section, the number of positions in the various occupational categories which are not currently occupied by regular permanent employees;
- 4. Establishing the positions described in Paragraph (3) of this Section, a goal which is consistent with the purpose of this subpart within each occupational category of the number of positions to be filled by lower-income residents of Section 3 covered project area; and
- 5. Making outreach and engagement efforts to fill all of the positions identified in Paragraph (4) of this Section with eligible lower income project area residents or contributes to the Agency Section 3 training fund, as outlined in SHRA Economic Opportunity Policies related to Section 3 requirements and goals.