

CORE CREW CLASSIFICATION

The American Indian Preference requirement under Federal Section 7 (b) and the Mille Lacs Band of Ojibwe Tribal Rights Ordinance can be waived for employees of the Contractor or Subcontractor (s) who meet the qualification as members. Core Crew is defines as:

“ A member of a contractor or subcontractor’s crew who is a regular, permanent employee and is in a supervisory or other key position such that the employee would face a serious financial loss if the position were filled by a person who had not previously worked for that contractor or subcontractor.”

The Contractor and/or Subcontractor(s) will list all positions they wish to be identified as Core Crew and submit that list to the TERO staff with written explanation and supporting documentation as to why they believe each position qualifies as Core Crew. Based on recommendations by TERO Director, the TERO Director will approve or disapprove any or all of the positions listed, on the grounds that sufficient explanation or documentation does not meet eligibility criteria.

In addition, Contractors and Subcontractors will be limited to the number of Core Crew members listed in the Compliance Plan, who will be on the job site at any time for the entire project. Failure to report any changes will be deemed as non-compliance and violation of the Tribal Employment Rights Ordinance.

AVAILABLE POSITIONS FOR TERO REFERRALS

Under this heading, all positions NOT Classified and approved as “Core Crew”, will be made available to qualified Indians referred by the TERO. If any American Indian is on the Contractor Core Crew list will not be counted as Core Crew.

APPROVED CONTRACTOR COMPLIANCE PLAN AGREEMENT

Once Compliance Plans have been submitted and approved, NO ADDITIONAL hires will be allowed during the course and performance of this contract/project, unless written approval has been secure from the TERO.