

Liquidated Damages Summary for Regional Workforce Equity Agreement (RWEA) at Multnomah County

Liquidated damages will be assessed **for failing to initiate and keep written documentation** of good faith efforts towards reaching the goals defined below, as contractually obligated:

Subject to Assessment of Liquidated Damages under RWEA ARTICLE 16: Dispute Resolution									Subject to Assessment of Liquidated Damages under MultCo Workforce Training and Hiring		
Overall Apprentice Goal of 20%	Apprentice Women and Woman-identified persons goal	Apprentice People of Color goal	Journey Women and Woman-identified persons goal	Journey People of Color goal	Monthly Reporting Requirement	High Road Contractor and Letter of Assent	Participation in Anti-Harassment Protection as required by a Public Owner	Overall Apprentice Goal of 20%	Overall Women and Woman-identified persons goal	Overall People of Color goal	
Trades that DID sign the RWEA and performing 300+ hours of covered work	\$75 per hour by which the Prime Contractor or Subcontractor fell short of each or any of the percentage goals per 16.9.5	\$75 per hour by which the Prime Contractor or Subcontractor fell short of each or any of the percentage goals per 16.9.5	\$75 per hour by which the Prime Contractor or Subcontractor fell short of each or any of the percentage goals per 16.9.5	\$75 per hour by which the Prime Contractor or Subcontractor fell short of each or any of the percentage goals per 16.9.5	\$75 per hour by which the Prime Contractor or Subcontractor fell short of each or any of the percentage goals per 16.9.5	\$250 per day for failure to provide records as required by Section 10.2	\$1000 per instance, or per day of a continuing violation of Section 6.2 or 6.3	\$1000 per missed training session required pursuant to Section 10.5	Damages are calculated under RWEA (first column)	Not Applicable Goals are aspirational	Not Applicable Goals are aspirational
Trades that DID NOT sign the RWEA and performing 500+ hours of covered work	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Damages will be calculated based on the training hours not provided to the Owner at a rate of \$250 per day (8 hours/day) per IV.B.	Not Applicable Goals are aspirational	Not Applicable Goals are aspirational

Multnomah County (MultCo) Workforce Training and Hiring Program | Fully Executed Regional Workforce Equity Agreement

<p>Trades that DID NOT sign the RWEA:</p> <p>Bricklayer and Allied Craftworkers Local #1 Oregon Operating Engineers Local 701 Sheetmetal Workers Local 16 UA Plumbers and Steamfitters Local 290</p>	<p>Trades that DID sign the RWEA:</p> <p>Heat and Frost Insulators Local 36 Cement Masons Local 555 IBEW Electricians Local 48 Elevator Constructors Local 23 Glass Workers Local 740 (IUPAT DC5) Iron Workers Local 29 Laborers Local 737 Linoleum Layers Local 1236 (Floor Coverers IUPAT DC5) Painters Local 10 (IUPAT DC5) Plasterers Local 82</p>	<p>Roofers Local 49 Sprinklerfitters Local 669 Boilermakers Local 242 Pacific Northwest Regional Council of Carpenters Drywall Finishers Local 101 Teamsters Local 162</p> <p>Columbia-Pacific Building and Construction Trades Council is also a signatory on behalf of Trades Council only</p>	<p>Covered Work hour goals are to be performed as follows:</p> <p>People of color: Women and woman-identified persons:</p> <table border="0"> <tr> <td>2022: 21%</td> <td>2022: 8%</td> </tr> <tr> <td>2023: 22%</td> <td>2023: 9%</td> </tr> <tr> <td>2024: 23%</td> <td>2024: 10%</td> </tr> <tr> <td>2025: 24%</td> <td>2025: 12%</td> </tr> <tr> <td>2026: 25%</td> <td>2026: 14%</td> </tr> </table> <p>Refer to contract for applicable date</p>	2022: 21%	2022: 8%	2023: 22%	2023: 9%	2024: 23%	2024: 10%	2025: 24%	2025: 12%	2026: 25%	2026: 14%
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