2019 WTTC
Native American Hiring Provision (NAHP)

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Presentation will cover

- NAHP – Opportunity and Connection
- Background and Purpose
- Project Forecasting
- Tribal Engagement
Native American Hiring Provision

Connects Contractor and Tribe

Pre-bid Contact Requirement for Contractor

Early & Frequent Coordination between Tribe & Project Team
Background and Purpose

- NAHP was developed in partnership with Wisconsin's 11 federally recognized tribes
- Formally adopted in March 2013, updated June 2019
- Designed to promote labor enhancements that extend beyond project-by-project hiring
- Ultimately connects tribal workforce development offices with contractors working in their area
Project Forecasting

- The NAHP must be included on projects that are on, partially on, or adjacent to tribal lands.
- Tribal lands may be identified during the **scoping phase** or the environmental review process using reference tools such as GPS and GIS maps.
- Tribes are notified during the scoping process of potential projects affecting tribal lands.
- Regional quarterly reports list projects within the six-year plan with NAHP.
Tribal Engagement Opportunities

- Early Coordination
- Pre-advertising
- Pre-bid Contact
- Tribal Coordination Meeting
- Preconstruction Meeting
Early Coordination

- Coordination with the affected tribe(s) occurs throughout the project development process (scoping to construction completion) and with representatives from various departments within the tribal government.
- Concerted efforts are made by WisDOT staff and tribal liaisons and leadership and department level staff from the tribe to understand any concerns and gather feedback on the proposed project.
Pre-Advertising Meeting

- Purpose is to inform the tribe and project staff of NAHP expectations, timelines, and best practices
- Who should be involved
  - Labor Compliance
  - Project Manager
  - Regional Tribal Liaison/Statewide Liaison
  - The Tribal Labor Contact listed in the contract
  - Other tribal programs
Pre-bid Contact

- Per the NAHP, all contractors (prime and subcontractors) are required to contact the tribe to provide information on hiring procedures and future employment opportunities.
- Pre-bid Meeting (optional) - Coordinated by the tribe.
Tribal Coordination Meeting

- Tribal Coordination Meeting is organized by Tribe and Contractor and held prior to the Pre-construction meeting to discuss project details and coordinate expectations.

- Who Should Attend
  - Contractor (Advise that HR representatives attend)
  - ALL the subcontractors
  - Tribal Labor Representative - Listed on the provision
  - Labor Compliance Specialist
  - Project Manager
  - Tribal Liaison

- Must be held before the pre-construction - should not be held on the same day

- Prior to the meeting, contractor and subcontractors it is mandatory to submit the following:
  - Hiring Practices
  - Available Positions
  - Skills needed
Preconstruction Meeting

- Project meeting to discuss project details such as project timeline, staging and construction safety
- Attendees include the prime contractor, subcontractors, WisDOT staff and affected entities (i.e., utilities, DNR, local government officials, emergency and law enforcement agencies, etc.)
During Construction

- **Construction Update Meetings**
  - Projects have weekly meetings
  - Tribes can request meetings and/or updates as needed

- **Labor Reporting**
  - Labor/hiring data reporting format used by contractors is determined by Tribe
  - Throughout the life of the project, as needed or requested by the Tribe or WisDOT

- **Final Report**
  - Record of communications w/ tribe regarding job opportunities
  - Before the final estimate is paid, contractors submit report of hiring activity to Tribe and Statewide Tribal Affairs
Questions?