

Good Jobs Initiative

Job Quality Check List

NOTICE: Below you will find a suggested list of critical job quality and equity policies that agencies may want to consider embedding into their funding opportunities (as preferences, encouragements, requirements, etc.). DOL is happy to provide a presentation or deeper dive into any of the issues outlined below for agency staff, particularly those involved with grant writing and review. Every agency must assess its own underlying statutory authority and must follow the OMB Uniform Guidance (note that some agencies may have promulgated exceptions to or deviations from the Uniform Guidance in their adoption of the Uniform Guidance) before embedding any suggested policies in funding opportunities.

Labor Peace, Union Organizing, & Collective Bargaining

- Free and Fair Choice to a Union
- Project Labor Agreements/Community Workforce Agreements (for construction only)
- Community Benefits Agreements
- Labor Peace Agreements
- Collective Bargaining Agreements

Union Neutrality

- Prohibitions on spending grant funds to support or oppose union organizing

Distribution of Workplace Rights

- In addition to legally required notice posting, encourage distribution of workplace rights notices to workers

Local Hire Provisions

- Local Hire Provisions
- Economic Hire Provisions

Safety and Health

- Supplemental safety training
- Ensuring highest standards of safety & health (while preventing retaliation)
- Workplace safety and health management system
- Disclosure of OSHA or Whistleblower citations

Preventing Worker Misclassification

- Applicant explanation of how projects will properly classify employees
- Notification of rights of employees to all workers (including workers treated as independent contractors)

Preventing Outsourcing

- Applicant explanation of how projects will utilize employees employed by the applicant directly and an explanation of when and why they will outsource any work out to other employers

Diversity, Equity, Inclusion, and Accessibility

- Applicant description of training, recruitment, and retention for underrepresented groups
- Conducts organizational DEIA self-analysis, such as evaluating applicant flow data and workforce demographic data, to help identify any potentially discriminatory barriers that may exist
- Supportive services to help people facing barriers participate in training and employment
- Policies that support working families such as paid sick leave, paid family medical leave, and right to request scheduling
- Harassment prevention strategies, including reporting structures and ongoing training

- OFCCP Mega Construction Project Participation (subject to funding agency consulting with OFCCP)

Workforce Development

- Pre-apprenticeship (that connects to a Registered Apprenticeship)
- Registered apprenticeship

Prevailing Wages

- For funding covered by the Davis-Bacon and Related Acts, restate the recipient and subrecipient(s) obligations under the Davis-Bacon and Related Acts
- Where Davis-Bacon labor standards are not statutorily required, require or encourage wages and fringe benefits for workers performing construction at least equal to those paid for similar work in the community as determined by an applicable state or local prevailing wage law or the Department of Labor [whichever is higher]