

GL-Attachment W - WIA Grant Agreement with NDOL

AGREEMENT
Between
NEBRASKA DEPARTMENT OF LABOR
And
THE CITY OF LINCOLN

WIA Grant Agreement

THIS AGREEMENT is entered into between the Nebraska Department of Labor (GRANTOR), and the City of Lincoln as Grant Recipient (GRANTEE).

WHEREAS, GRANTEE has been designated as the grant recipient for the Lincoln Workforce Investment Area pursuant to the Workforce Investment Act (Public Law 105-220) (WIA) and the Nebraska Workforce Investment Act [*Neb. Rev. Stat* §§1616 to 1627 (Reissue 2010 and Cum. Supp. 2012)]; and

WHEREAS, GRANTEE agrees to apply funds granted to the Lincoln Workforce Investment Area in accordance with federal laws, state statutes, state WIA policy, and this Agreement; and

WHEREAS, pursuant to §117(d)(3) of the WIA, GRANTEE is liable for any misuse of grant funds.

NOW, THEREFORE, IT IS AGREED:

I. Limitations on GRANTOR's Duties and Obligations

GRANTOR is not compelled by the terms of this Agreement to provide any training or services other than set forth herein. No employment agreement or liability for employment-related taxes or benefits shall be made except upon written direction from an authorized representative.

II. Access to Premises of GRANTOR

Access to premises is limited to normal business hours of GRANTOR. GRANTOR reserves the right to limit access to any individual interfering with GRANTOR's normal business operations.

III. Records and Accounts

- A. **Access to Records.** In addition to the provisions set forth below under Financial Management: GRANTEE, shall maintain and shall permit the GRANTOR and its federal partners access to its personnel for purposes of interviews and discussions related to such records, to inspect and copy portions of its books, files, records, purchase orders, invoices, vouchers, payroll records, accounts, or other primary source documents and data compilations as is deemed necessary by GRANTOR to determine whether GRANTEE are properly performing hereunder, complying with all terms, conditions, and provisions herein, and that the funds are being utilized, expended appropriately, and in accordance with this Agreement. It is understood and agreed that all such records shall be maintained locally and will be made available for inspection and copying during normal business hours upon ten days' written notice.
- B. **Patent Rights, Copyrights and Rights to Data.** GRANTEE understands that, pursuant to 29 C.F.R. §97.34, the GRANTOR and US Department of Labor reserve a royalty-free,

GL-Attachment W - WIA Grant Agreement with NDOL

nonexclusive, and irrevocable license to reproduce, publish or otherwise use, and to authorize others to use, for federal government purposes: (a) the copyright in any work developed under a grant, subgrant, or contract under a grant or subgrant; and (b) any rights of copyright to which a grantee, subgrantee or a contractor purchases ownership with grant support. The working papers, all results, and the information obtained, provided or utilized in the performance of this Agreement shall remain the exclusive property of GRANTOR and shall not be released or utilized for any other purposes without the specific written consent of GRANTOR.

- C. **Record Retention.** All records referenced in this Agreement and all records pertaining to the activities to occur under this Agreement shall be retained for a period of four years from the termination of this Agreement or until all litigation, claims or audit findings involving the records or this Agreement have been finally resolved, whichever is later.

IV. Agreement Objectives

The funds will be used pursuant to the objectives set forth in the approved Local Plan for the Lincoln Workforce Investment Area.

V. Work Environment

GRANTEE shall provide a safe and secure place of work for all individuals seeking service, and shall maintain all legally required health and safety standards.

VI. E-Verify Statement

GRANTEE is required and hereby agrees to use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska. For purposes of this Agreement, federal immigration verification system means the electronic verification of the work authorization program authorized by the Illegal Immigration Reform and Immigrant Responsibility Act of 1996 [8 U.S.C. 1324(a)], known as the E-Verify Program, or an equivalent federal program designated by the United States Department of Homeland Security or other federal agency authorized to verify the work eligibility status of a newly hired employee.

VII. Funds of Grant Award

Funds awarded pursuant to this Agreement are WIA local area formula grant funds and special allocation of WIA statewide funds.

VIII. Restriction on Use of Funds

- A. In addition to the restrictions on funds as provided in section XII, "Limitations on Use of Funds", set forth below, GRANTEE understands and agrees that no funds hereunder shall be used for any partisan activity or to further the election or defeat of any candidate for public office; nor shall they be used to provide services to or the employment or assignment of personnel in a manner supporting or resulting in the identification of programs/projects conducted or operated pursuant to this Agreement with:
1. Any partisan or nonpartisan political activity or any other political activity associated with a candidate, or contending faction or group, in a public election or party office; or

GL-Attachment W - WIA Grant Agreement with NDOL

2. Any activity to provide voters with transportation to polls or similar assistance in connection with an election; or
 3. Any voter registration activity.
- B. In addition to the restrictions on funds as provided in the section on "Limitations on Use of Funds" set forth below, GRANTEE assure GRANTOR that no federal appropriated funds have been paid or will be paid on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any member of congress, an officer or employee of congress or an employee of a member of congress in connection with the awarding of any federal contract, the making of any federal grant, the making of any federal loan, the entering into of any cooperative connection with the awarding of any federal contract, the making of any federal grant, the making of any federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any federal contract, grant, loan, or cooperative agreement. If any funds other than federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of an agency, a member of congress, an officer or employee of congress, or an employee of a member of congress in connection with this federal contract, grant, loan, or cooperative agreement, GRANTEE shall complete and submit Standard Form-LLL, Disclosure Form to Report Lobbying in accordance with its instructions. GRANTEE shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans and cooperative agreements and that all subrecipients shall certify and disclose accordingly).

IX. Grant Proceeds

Any violation in the terms of this grant Agreement by GRANTEE may result in loss of any future WIA local area grant funds and may require repayment for any and all amounts already received.

X. Financial Management

- A. GRANTEE shall prepare such reports as are required by 29 C.F.R. §97 and the Nebraska Workforce Investment Act, *Neb. Rev. Stat.* §§48-1624 and 1625 (Cum. Supp. 2012).
- B. GRANTEE shall maintain such records as permit the tracking of expenditures adequate to establish that such funds have not been used in violation of the restrictions and prohibitions of the Nebraska Workforce Investment Act and this Agreement.
- C. GRANTEE shall maintain accurate, current, and complete disclosure of the financial results of financially assisted activities made in accordance with the financial reporting requirements of the federal WIA, regulations adopted pursuant to the WIA and State WIA Policy.
- D. **Accounting records.** GRANTEE shall maintain accounting records in accordance with 29 C.F.R. §97.20 which adequately identify the source and application of funds provided for financially-assisted activities, including authorizations, obligations, unobligated balances, assets, liabilities, outlays or expenditures, and income, as permitted by this Agreement.
- E. **Internal control.** GRANTEE shall retain records that allow for effective control by the Grantor and accountability with regard to all cash, real and personal property, and other assets, the

GL-Attachment W - WIA Grant Agreement with NDOL

safeguarding of such property and the assurance that such property is used solely for authorized purposes.

- F. **Budget control.** GRANTEE shall utilize the state Requests & Reporting System (RRS) for requesting draws of grant funds and reporting expenditures, maintain their financial information in a manner so as to permit comparisons of actual expenditures or outlays with budgeted amounts. Such financial information shall be related to performance or productivity data, including the development of unit cost information whenever appropriate or specifically required in this Agreement. If unit cost data are required, estimates based on available documentation will be accepted whenever possible. All reporting by GRANTEE shall be compliant with the Federal Funding Accountability and Transparency Act of 2006 (FFATA) and regulations adopted pursuant to the FFATA.
- G. **Source documentation.** GRANTEE accounting records shall be supported by source documentation, including but not limited to cancelled checks, paid bills, payrolls, time and attendance records, and contract and subgrant award documents.
- H. **Cash management.** GRANTEE shall follow procedures for minimizing the time elapsing between the transfer of funds from the U.S. Treasury and disbursement by GRANTEE, whenever advance payment procedures are used. GRANTEE shall establish reasonable procedures to ensure the receipt of reports on GRANTEE cash balances and cash disbursements in sufficient time to enable GRANTEE to prepare complete and accurate cash transaction reports to GRANTOR. When advances are made by letter-of-credit or electronic transfer of funds methods, GRANTEE shall make drawdowns as close as possible to the time of making disbursements. GRANTEE shall monitor any cash drawdowns by its subgrantees, if applicable, so as to assure that they conform substantially to the same standards of timing and amount as apply to advances to the GRANTEE.

XI. Financial Management

- A. **Allowable costs.** GRANTOR shall follow applicable OMB cost principles, agency program regulations, and the terms of this Agreement in determining the reasonableness, allowability and allocability of costs.
- B. GRANTOR reserves the right to review the adequacy of the financial management system of any applicant for financial assistance as part of a pre-award review or at any time subsequent to an award.

XII. Limitations on Use of Funds

- A. It is understood and agreed to by GRANTOR and the GRANTEE that allowable costs shall be determined in accordance with the cost principles set forth in OMB Circular A-87 (as codified in 2 C.F.R. §225).
- B. **Withholding payments.** GRANTOR shall not withhold payments for proper charges incurred by GRANTEE or LWIB unless:
 - 1. GRANTEE has failed to comply with grant award conditions; or
 - 2. Federal laws, regulations or policies require otherwise.

GL-Attachment W - WIA Grant Agreement with NDOL

- C. Any cash withheld for failure to comply with grant award conditions, but without suspension of the grant, shall be released to GRANTEE upon subsequent compliance. When a grant is suspended, payment adjustments will be made in accordance with 29 C.F.R. §97.43(c).

XIII. Assurances

GRANTEE shall comply with all assurances set forth in the Lincoln Workforce Investment Plan including the following elements: Access to Records, Administration; Fiscal Systems; Audit Resolution File; Bonding, Cash Management; Compliance with *Neb. Rev. Stat. §§4-108 through 4-114*, Lawful Presence in the U.S; Compliance with WIA; Confidentiality; Consultation; Demand Occupations; Disabilities; Expending Funds; Governor's Grant Procedures; General Administrative Requirements; and Assurances and Certifications for Non-construction Programs. (A copy of the Assurances is attached hereto as *Attachment #1* and incorporated herein by reference as if set forth at length.)

XIV. Strict Compliance

All provisions of this Agreement and each and every document that shall be attached shall be strictly complied with as written, and no substitutions or changes shall be made except upon written direction from an authorized representative.

XV. Assignability

GRANTEE shall not assign, transfer, or convey any right, title, or interest to the proceeds of this Agreement.

XVI. EEO / ADA / Drug Free Workplace Provisions

GRANTEE acknowledge and agree that this Agreement must be operated in compliance with civil rights laws and statutes, and any implementing regulations, and warrants and assures that:

- A. GRANTEE comply, as applicable to them, with Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1975, the Americans with Disabilities Act of 1990, the Nebraska Fair Employment Practice Act, the Workforce Investment Act of 1998 (29 C.F.R. §37) and its implementing regulations, and state WIA policies, including those pertaining to reporting and union organizing [WIA §181(b)(7), 20 C.F.R. §663.730].
- B. No person shall be discriminated against by GRANTEE on the basis of race, color, religion, sex, national origin, age, political affiliation or belief, or status as a qualified person with a disability.
- C. No person or beneficiary will be discriminated against by GRANTEE on the basis of his/her citizenship/status as a lawfully-admitted immigrant authorized to work in the United States, or to participate in any WIA Title I financially-assisted program or activity.
- D. No person shall be excluded from participation in, denied benefits of, or otherwise be subjected to discrimination under any program or activity by GRANTEE for which he/she receives federal financial assistance.

GL-Attachment W - WIA Grant Agreement with NDOL

- E. **State Energy Conservation Plan.** GRANTEE recognize mandatory standards and policies relating to energy efficiency which are contained in the State Energy Conservation Plan issued in compliance with the Energy Policy and Conservation Act (Public Law 94-163). GRANTEE agrees to compliance with all applicable standards, orders, or requirements issued under §306 of the Clean Air Act [42 U.S.C. 1857(h)], §508 of the Clean Water Act (33 U.S.C. 1368), Executive Order 11738, and Environmental Protection Agency regulations pertaining to contracts, subcontracts, and subgrants in excess of \$100,000 (40 C.F.R. §15).
- F. GRANTEE shall comply with all provisions contained in the State Of Nebraska Drug Free Workplace Policy.
- G. **Labor Standard Provisions.** GRANTEE agree to adhere to the Davis-Bacon Act and the Contract Work Hours & Safety Standards Act (29 C.F.R. §103 and §107), as supplemented by US Department of Labor regulations.
- H. **Executive Order 11375.** GRANTEE agree to comply with Executive Order 11246 of September 24, 1965, entitled "Equal Employment Opportunity" as amended by Executive Order 11375 (October 13, 1967) and as supplemented in US Department of Labor regulations for construction contracts in excess of \$10,000 (41 C.F.R. §60).

XVII. Merger

This Agreement shall not be merged into any other oral or written agreement, contract, or instrument.

XVIII. Conflict of Interest

No officer, employee, or agent of GRANTOR who has or will participate in the selection, the award, or the administration of this program may obtain a personal or financial interest or benefit from the activity or have an interest in any contract, subcontract, or agreement with respect thereto, or the proceeds thereunder either for themselves or those with whom they have family or business ties, during their tenure or for one year thereafter. It is further required that this stipulation be included in all subcontracts to the Agreement. Upon written request, exceptions may be granted upon a case-by-case basis. These exceptions are granted by GRANTOR.

XIX. Debarment, Suspension or Declared Ineligible

GRANTEE certifies that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any federal department or agency. It is GRANTEE's affirmative duty to notify GRANTOR if it or any of its principals is sanctioned or debarred. GRANTEE acknowledges that suspension or debarment is cause for termination.

XX. Entire Agreement

This Agreement contains the entire agreement of the parties. No representations were made or relied upon by either party other than those that are expressly set forth herein.

GL-Attachment W - WIA Grant Agreement with NDOL

XXI. Applicable Law

Parties to this Agreement shall conform with all existing and applicable city and county ordinances, resolutions, state laws, federal laws, and all existing and applicable federal and state rules and regulations. Nebraska law will govern the terms and performance under this Agreement.

XXII. Authorized Representatives

- A. The parties hereto expressly agree that for the purposes of notice, during the term of this Agreement, and for any period applicable to the terms expressed herein, designate the following named individuals to be authorized representatives of the parties:

GRANTOR (Nebraska Department of Labor):	
Joan Modrell, Director Office of Employment and Training 550 South 16 th Street Lincoln, NE 68508	Telephone: (402) 471-1932 E-Mail: joan.modrell@nebraska.gov
GRANTEE (City of Lincoln):	
David Landis, City Attorney 555 South 10 th Street Lincoln, NE 68508	Telephone: (402) 441-7126 E-mail: dlandis@lincoln.ne.gov

- B. The parties' authorized representatives do not have the authority to amend this Agreement.

XXIII. Public Record Statement

This document is a public record.

XXIV. Staffing

- A. This Agreement does not create an employment relationship or establish other employment-related rights. GRANTOR's management shall retain all supervisory responsibility over GRANTOR staff providing services required under this Agreement. Services provided shall be scheduled during regular work hours, be subject to GRANTOR's availability, and shall, in no event, limit or restrict GRANTOR's ability to provide other essential services. GRANTEE will indemnify and hold harmless the GRANTOR for any injury GRANTEE or GRANTEE's employees suffer in the performance of this Agreement.
- B. Personnel of GRANTEE are not and will not be considered employees of GRANTOR, nor will they be under the supervision of GRANTOR. GRANTEE will provide proof of workers' compensation coverage for its employees. GRANTOR has no obligation to provide any wages, benefits, insurance or other employment-related coverage for the employees, representatives, guests, or invitees of GRANTEE. However, GRANTOR does reserve the right to restrict access to its premises if a problem arises.

GL-Attachment W - WIA Grant Agreement with NDOL

XXV. Term of Agreement

This Agreement is effective from July 1, 2012 through June 30, 2016.

XXVI. Signatures

IN WITNESS WHEREOF, the parties hereto have executed this Agreement, each duly authorized to do so, effective the day and year of the signature by the parties.

2.27.14
Date

Catherine D. Lang
CATHERINE D. LANG, Commissioner of Labor
Nebraska Department of Labor
(GRANTOR)

3-11-14
Date

Chris Beutler
CHRIS BEUTLER, Mayor
City of Lincoln
(GRANTEE)

REVIEWED AND APPROVED:

Debbie Kay Ward
DEBBIE KAY WARD, Contoller
Nebraska Department of Labor

2-6-14
Date

Joan Modrell
JOAN MODRELL, E&T Director
Nebraska Department of Labor

2/10/14
Date

John H. Albin
JOHN H. ALBIN, Agency Legal Counsel
Nebraska Department of Labor

2/27/14
Date

Margaret Blatchford
MARGARET BLATCHFORD, City Attorney
City of Lincoln, Nebraska

3/6/2014
Date

Attachment:

- #1 - Lincoln Workforce Investment Plan, Attachment A, "Assurances"

GL-Attachment W - WIA Grant Agreement with NDOL

Attachment A

Assurances

The purpose of distinguishing the following assurances is to highlight specific requirements and does not limit local area responsibilities in any way. Local areas are required to ensure that the local area and its subrecipients are held accountable to all state and federal laws, regulations, and policies. By signing the following assurances, the local area assures the state that the local area and all of its subrecipients will abide by the following requirements:

Access to Records - The Grantee assures that it will give the Department of Labor or its representatives the access to, and the right to, examine all documents related to the grant agreement.

Administration - The Grantee assures it will fully comply with all Grantor instructions relating to the administration of the grant funds.

Administration and Fiscal Systems - The Grantee assures that it has adequate administrative and fiscal systems necessary to promote effective use of the grant funds. This includes a financial management system that satisfactorily accounts for and documents the receipt and disbursement of all WIA funds including information pertaining to subgrants and contract awards, obligations, unobligated balances, assets, expenditures, and income. Effective internal controls are in place to safeguard assets and assure their proper use (including property location and usage). All source documentation will be maintained to support accounting records that will permit the tracking of funds to a level of expenditure adequate to establish that funds have not been used in a violation of the applicable restrictions on the use of such funds.

Audit Resolution File - Assures that the local area will maintain an audit resolution file documenting the disposition of reported questioned costs and corrective actions taken for all findings.

Bonding - All persons and/or subrecipients who are authorized to receive or deposit WIA funds, or to issue financial documents, checks, or other instruments of payment for WIA program costs, will be bonded in accordance with federal and state regulatory requirements for protection against loss.

Cash Management - No excess cash will be kept on hand, and that procedures exist for maintaining and monitoring the minimum amount of cash on hand necessary to efficiently improve the timing and control of disbursements.

Compliance with LB 403 Lawful Presence in the U.S. - The Grantee assures that all contracts shall certify that the Contractor has registered with and is using a federal immigration verification system as defined in section 7 of Nebraska Laws 2009, LB 403 to determine the work eligibility status of all new employees physically performing services within the State of Nebraska. Upon reasonable notice, the Contractor shall provide documentation to the Department of Labor which proves that the Contractor is

GL-Attachment W - WIA Grant Agreement with NDOL

or was at all times during the term of the agreement in compliance with this provision. If the Contractor is an individual or sole proprietorship, the Contractor shall complete the U.S. Citizenship Attestation Form, available on the Department of Administrative Services Website at www.das.state.ne.us. If the Contractor indicates on such attestation form that he or she is a qualified alien, the Contractor shall agree to provide the U.S. Citizenship and Immigration Services documentation required to verify the Contractor's lawful presence in the U.S. using the Systematic Alien Verification for Entitlements (SAVE) Program. The Contractor understands and agrees that lawful presence in the U.S. is required and the Contractor may be disqualified or the contract terminated if such lawful presence cannot be verified.

Compliance with WIA - The Grantee assures that it will fully comply with the requirements of PL 105-220, the Workforce Investment Act of 1998, and all Federal regulations pursuant to the Act.

Confidentiality – The Grantee assures that it will comply with the confidentiality requirements of section 136(f)(3).

Consultation - The Grantee has developed this plan in consultation with local elected officials, the local Workforce Investment Board, the business community, labor organizations, and other partners.

Demand Occupations - WIA training shall be provided only for those occupations for which there is a demand in the area served, or in another area to which the customer, is willing to relocate.

Disabilities - The Grantee assures that it will comply with Section 504 of the Rehabilitation Act of 1973 and the American's with Disabilities Act of 1990.

Expending Funds - The Grantee assures that funds will be spent in accordance with the Workforce Investment Act and the Wagner-Peyser Act and their regulations, written Department of Labor guidelines, and all other applicable federal and state laws.

Governor's Grant Procedures - The Grantee assures that it will comply with the grant procedures prescribed by the Governor that are necessary to enter into grant agreements for the allocation and payment of funds under the Act. The procedures and agreements will be provided by the Governor and will specify the required terms, conditions, assurances, and certifications, including, but not limited to, the following:

General Administrative Requirements:

29 CFR part 97 – Uniform Administrative Requirements for State and Local Governments (as amended by the Act).

29 CFR part 96 (as amended by OMB Circular A-133) – Single Audit Act.

OMB Circular A-87 - Cost Principles (as amended by the Act).

Assurances and Certifications:

SF 424 B - Assurances for Non-construction Programs

GL-Attachment W - WIA Grant Agreement with NDOL

29 CFR part 37 – Nondiscrimination and Equal Opportunity Assurance (and regulation) 29 CFR § 37.20.

CFR part 93 - Certification Regarding Lobbying (and regulation).

29 CFR part 98 - Drug Free Workplace and Debarment and Suspension Certifications (and regulation).

Special Clauses/Provisions:

Other special assurances or provisions as may be required under Federal law or policy, including specific appropriations legislation, the Workforce Investment Act, or subsequent Executive or Congressional mandates.

Grievances/Complaints - The Grantee will comply with federal, state, and local procedures for grievances and complaints from participants and employees under the WIA program.

Licensing, Taxation, and Insurance - The Grantee assures that it will comply with federal, state, or local laws governing applicable licensing, taxation, and insurance requirements.

Nondiscrimination - The Grantee assures that it will comply with the nondiscrimination and equal opportunity provisions of Section 188 and its implementing regulations at 29 CFR Part 37, Title VI of the Civil Rights Act of 1964, the Age Discrimination Act of 1975, Title IX of the Education Amendments of 1972, and maintain data necessary to show compliance.

Regional Planning - The WIB will participate in regional planning.

Reporting - The Grantee shall submit complete, accurate, and timely reports as specified by the Governor.

Responsibility Matters - The Grantee shall enforce standards and procedures to ensure against fraud and abuse, including standards and procedures against nepotism, conflicts of interest, lobbying, kickbacks, drug-free workplace, political patronage (Hatch Act) and provisions which govern debarment, suspension, and other responsibility matters.

Retention of Records - The Grantee assures that it will retain all financial and program records, books of account, and other documents related to the grant agreement for a period of three years. If prior to the expiration of the 3-year retention period, any litigation or an audit has begun, the records, books of account, and documents relating to the grant agreement will be retained until the litigation is complete and audit findings are resolved.

Salary and Bonus Limitation – The Grantee assures that none of the funds appropriated in Public Law 109-149 or prior Acts under the heading “Employment and Training Administration” that are available for expenditure on or after June 15, 2006, shall be used by a recipient or subrecipient of such funds to pay the salary and bonuses

GL-Attachment W - WIA Grant Agreement with NDOL

of an individual, either as direct costs or indirect costs, at a rate in excess of Executive Level II, except as provided for under section 101 of Public Law 109-149. This limitation shall not apply to vendors providing goods and services as defined in OMB Circular A-133.

Sunshine Provision - The local WIB assures that the public, including individuals with disabilities, has access to local WIB meetings and information regarding local WIB activities, including membership and meeting minutes.

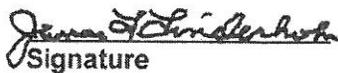
Uniform Administrative Requirements - The Grantee assures that it will establish, in accordance with Section 184 of the Workforce Investment Act, procedures that ensure compliance with the uniform administrative requirements for grants and agreements applicable to the type of entity receiving funds.

Union Organizing – The Grantee assures that no funds received under the Workforce Investment Act will be used to assist, promote, or deter union organizing.

Veterans – The Grantee assures that it will comply with the veterans' priority provisions established in the Jobs for Veterans Act.

Local WIB CHAIRPERSON

LOCAL CHIEF ELECTED OFFICIAL


Signature

3/5/12
Date


Signature

Date