

EXHIBIT D
CERTIFICATION OF WAGES AND LABOR STANDARDS

Projects in excess of \$5 million will need to provide information regarding the Project's labor standards, when requested. Contractor will be required to provide and certify the accuracy of the information identified in Part A, B, C and D listed below.

PART A

1. Subrecipient certifies that for the relevant Project, all laborers and mechanics employed by contractors and subcontractors in the performance of such project are paid wages at rates not less than those prevailing, as determined by the U.S. Secretary of Labor in accordance with subchapter IV of chapter 31 of title 40, United States Code (commonly known as the "Davis-Bacon Act"), for the corresponding classes of laborers and mechanics employed on projects of a character similar to the contract work in the civil subdivision of the State in which the work is to be performed, or by the appropriate State entity pursuant to a corollary State prevailing-wage in construction law (commonly known as "baby Davis-Bacon Acts").

OR

2. If Subrecipient does not certify (as described above) that Subrecipient has paid wages that comply with Davis-Bacon or baby Davis-Bacon, Subrecipient must provide a project employment and local impact report detailing:
 - a. The number of contractors and subcontractors working on the project;
 - b. The number of employees on the project, hired directly and hired through a third party;
 - c. The wages and benefits of workers on the project by classification; and
 - d. Whether those wages are at rates less than those prevailing.

PART B

1. Subrecipient certifies that this project includes a project labor agreement, meaning a collective bargaining agreement consistent with section 8(f) of the National Labor Relations Act (29 U.S.C. 158(f)).
2. If the Subrecipient does not provide such certification, the Subrecipient must provide a project workforce continuity plan, detailing:
 - a. How the Subrecipient will ensure the project has ready access to a sufficient supply of appropriately skilled and unskilled labor to ensure high-quality construction throughout the life of the project, including a

description of any required professional certifications and/or in-house training, registered apprenticeships or labor-management partnership training programs, and partnerships like unions, community colleges, or community-based groups;

- b. How the Subrecipient will minimize risks of labor disputes and disruptions that would jeopardize timeliness and cost-effectiveness of the project; and
- c. How the Subrecipient will provide a safe and healthy workplace that avoids delays and costs associated with workplace illnesses, injuries, and fatalities, including descriptions of safety training, certification, and/or licensure requirements for all relevant workers (e.g., OSHA 10, OSHA 30).

PART C:

Does the project prioritize local hires?

PART D:

Does the project have a Community Benefit Agreement? If yes, provide a description of the agreement.