

PGE Responsible Contractor Policy

PGE recognizes and values the importance of having a well-trained and supported workforce. The Responsible Contractor Policy (RCP) outlined below supports the workforce needs of our industry and advances economic opportunities through intentional investments in people and businesses from communities throughout the state.

Supplier guiding principles

PGE is dedicated to promoting job growth and economic development opportunities in the communities we serve. We strive for partnerships with companies that prioritize the hiring of a local workforce, emerging small businesses, and utilize state registered apprenticeship programs.

We are committed to fostering excellence and providing opportunities through a procurement process that is accessible and fair to all suppliers based on their ability to meet the company's performance, price, and quality requirements.

We strongly encourage all companies working with PGE to support responsible sourcing and the hiring of local labor by creating a competitive procurement process that provides opportunities to the greatest extent possible for all businesses.

Disqualifiers

At the time of contract, the provisions below render an entity ineligible for a contract. Should one of the infractions below occur after the contract is signed, it will be considered an event of default.

- Any entity that has been debarred by, or whose principal officer is debarred by, a municipal, state, or federal government.
- Any entity listed by the [Commissioner of the Bureau of Labor and Industries](#) under ORS 279C.860 as ineligible to receive a contract or subcontract for public works
- Any entity whose violation of PGE's Responsible Contractor policy has resulted in a contract default in the past 3 years.
- Supplier's quality and performance are below standard, and corrective actions have not been completed based on previous work with PGE.

Applicability

- The policy shall apply to all developers, contractors, or subcontractors that provide services for the construction, repair, and/or maintenance of PGE facilities and infrastructure.
- Applicable for all contracts or projects with a minimum total investment of \$500,000. Minimum investment refers to the total contract value of the work being contracted for and not to any disaggregation by subcontract, trade or task.
- Applicable for all publicly funded projects or programs. Note: The PGE RCP is not an exhaustive list of requirements, and additional provisions per grant may apply.



Exclusions from Covered Work

- All off-site manufacture, fabrication, and handling of materials, equipment or machinery if these works are performed in existing/permanent shop yards or other manufacturing facilities or assembly facilities not created specifically for a project/contract except where required for inclusion by state or federal law.
- Work completed by an original equipment manufacturer or its representatives to perform industry standard work to satisfy its guarantee or warranty.
- Program areas on PGE Standard Exception List.

Responsible Contractor definition

- **Licensed.** Licensed in good standing to do business in the state in which the work is being performed.
- **Harassment free workplace.** Contractor has respectful workplace policies in place that are designed to limit or prevent workplace harassment and discrimination.
- **Employer-paid family health care coverage.** All contractors and subcontractors provide employer-paid health care coverage for regular employees.
- **Local hiring.** EPCs, GCs, and subcontractors will hire local trades labor, where available.
- **Anti-Harassment and discrimination policy.** Contractor has an active policy for compliance with Title VII anti-discrimination laws and ORS 757.306.
- **Adherence to contract provisions.** In addition to the requirements outlined in this document, entities are required to adhere to the entirety of all contract provisions.

Construction Project Required Standards¹

- **Notification and preference for union labor.** PGE will provide notification of upcoming projects, where possible, on a quarterly basis to the PGE Executive Labor Council. General contractors are required to provide notification to the Oregon State Building and Construction Trades Council within 14 days of RFP submission.
 - Notification shall include expected specific trade utilization on a project and any specific contractor and workforce utilization goals.
 - For PGE occupied facilities², all construction trade work shall be performed by union signatory contractors unless a union signatory contractor is not available, or the work is specialized.
 - All utility work within the jurisdiction of IBEW Local 125 is required to be completed by IBEW Local 125 members in good standing, where possible. Non-union utilization on a project within this category must be approved by PGE's Labor Relations Director or the Senior Manager of Community Engagement.
 - Work related to the installation, repair, or maintenance of electric vehicle charging infrastructure required to be performed by an electrician that is contracted out must be completed by an IBEW signatory contractor.

¹ A project labor agreement signed with union labor may be submitted that encapsulates the above requirements in lieu of demonstrating compliance with individual requirements.

² PGE occupied facilities includes all operations centers, generation facilities, IOC, TCC, Readiness Center, and World Trade Center



- **Compliance with state and federal clean energy laws.**
 - For projects built or maintained in Oregon and subject to House Bill 2021, contractors are required to comply with the labor provisions found in [ORS 757.306](#). If awarded, contractors must provide a PDF copy of their Oregon Department of Energy Responsible Labor Standards Attestation³ with contract execution.
 - For projects built both inside and outside of the state, all labor requirements established for the highest level of federal tax credit⁴ for the ITC and PTC must be met.
- **State Registered Apprenticeship Program and Apprentice Utilization.** During all periods of construction, all construction contractors and subcontractors working on the construction, repowering, or maintenance of a project must:
 - Participate in an apprenticeship program registered with the State Apprenticeship and Training Council and with graduation rates equal to or higher than the national average for each respective trade in a manner consistent with the respective apprenticeship training programs, such that 15 percent of the total work hours on a project is performed by registered apprentices in apprenticeable occupations.
- **Prevailing wages.** Contractors and subcontractors shall pay a minimum of the prevailing wage for the area in which the goods and/or services are delivered during all periods of construction as defined by the applicable state's Bureau of Labor and Industries. States without a designated prevailing wage shall utilize the federal Davis Bacon Act wages.
- **Responsible Sourcing.**
 - All contractors must establish and execute a plan for soliciting bids from a range of suppliers for any subcontract awards such that a minimum of 20 percent of the total project value comes from emerging small businesses (as defined by Business Oregon's [COBID program](#)). If unable to meet this target, contractors must demonstrate good faith efforts to do so utilizing PGE's good faith template.
- **Training.** All contractors and subcontractors must provide employer-paid safety training to ensure that all employees have the skills and legal certifications necessary to safely perform assigned work and to understand best practices in the workplace.

All RFP Project Scoring

- **Preference points.** Additional preference points during an RFP process will be given to suppliers who are:
 - **Small businesses.** Businesses that are registered as an Emerging Small Business or meet the Small Business Administration definition of small business.

³ [Responsible Labor Standards Attestation - Customer Self-Service \(powerappsportals.us\)](#)

⁴ [Credits and deductions under the Inflation Reduction Act of 2022 | Internal Revenue Service \(irs.gov\)](#)



- **Project Labor Agreement.** Suppliers that agree to a Project Labor Agreement that is enforceable for all contractors and subcontractors on the project.
- **Union utilization.** Suppliers that are proposing to utilize a union workforce and/or union contractors.
- **Growing the future workforce.** Suppliers working with community organizations to provide apprenticeship or learning opportunities for students, opportunity youth, and/or adults looking for new career paths.