Form BC 12

State of Oregon Department of Environmental Quality
Non-discrimination in Employment
Notice to Labor Unions or Other Organizations of Workers

Contact: **Regional Project Officer**

503-229-LOAN

The CWSRF loan recipient must provide this notice to the contractor and subcontractor(s) advising the labor union or workers' representative of the contractor's commitments under Executive Order No. 11246. The contractor will send a signed notice to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

TO: _____
NAME OF UNION OR ORGANIZATION OF WORKERS

The undersigned currently holds contract(s) with _____
NAME OF LOAN RECIPIENT

Using funds or credit of the U.S. government, or one or more subcontractors with a prime contractor holding such contracts.

* *

You are advised that under the provisions of the above contract(s) or subcontract(s) and in accordance with Section 202 of Executive Order 11246 dated Sept. 24, 1965, as amended, the undersigned is obliged not to discriminate against any employee or applicant for employment because of race, color, religion, sex or national origin. This obligation not to discriminate in employment includes, but is not limited to, the following:

- EMPLOYMENT, UPGRADING, TRANSFER OR DEMOTION

- RECRUITMENT OR RECRUITMENT ADVERTISING

- RATES OF PAY OR OTHER FORMS OF COMPENSATION

- SELECTION FOR TRAINING INCLUDING APPRENTICESHIP, LAYOFF OR TERMINATION

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This notice is furnished to you pursuant to the provisions of the above contract(s) or subcontract(s) and *Executive Order #11246*.

_____   _____
CONTRACTOR OR SUBCONTRACTOR(S)   DATE

Alternative formats

DEQ can provide documents in an alternate format or in a language other than English upon request. Call DEQ at 800-452-4011 or email deqinfo@deq.state.or.us