

EXHIBIT A
TERMS AND CONDITIONS
Local Conservation Corps Grant Program
Fiscal Year 2014/15 – Cycle 29

Revised 8/25/14

GENERAL PROVISIONS

1. Grant Authority and Term:

- A. This Grant Agreement (hereinafter "Agreement") is between the Department of Resources Recycling and Recovery, (hereinafter "CalRecycle"), and the Grantee. Hereinafter, CalRecycle and the Grantee collectively shall be referred to as "the Parties".
- B. The Parties mutually agree and understand that this Agreement is a legally binding document, inuring to the benefit of the public, that is authorized pursuant to Public Resources Code (PRC) section 14581 (or PRC section 14581.1, pending approval of the Governor's proposed budget and Trailer Bills). Any references to "contractor" herein, including references in this Agreement, in documents attached thereto, and/or in documents, statutes and regulations incorporated herein by reference, shall be deemed to be references to "Grantee."
- C. The signatories for this Agreement hereby certify that they are authorized to act on behalf of the Parties in approving this Agreement. If the Grantee is a non-profit entity, the signatory for the Grantee further certifies that the Board of Directors for the Grantee has endorsed the Grantee's receipt of grant funds pursuant to this Agreement and performance of activities and expenditure of funds in a manner consistent with the Grant Procedures & Requirements - Exhibit B and Application with revisions, if any, and any amendments - Exhibit C.

2. Eligibility: The Grantee must be certified by the California Conservation Corps (CCC) as eligible to receive Department funds *during the entire grant term*. Failure to meet the certification requirement at any point during the grant term may jeopardize continued grant funding.

3. Grant Manager: The Grant Manager is CalRecycle's representative for this Agreement. The Grant Manager's responsibilities include monitoring grant progress, and reviewing and approving Grant Payment Requests and other documents delivered to CalRecycle pursuant to this Agreement. The Grant Manager does not have the authority to control or direct specifically how the Grantee carries out activities authorized and funded pursuant to this Agreement, but may monitor Grantee performance to ensure that the Grantee expends grant funds appropriately and in a manner consistent with the terms and conditions contained herein. All official communication from the Grantee to CalRecycle shall be directed to the Grant Manager.

4. Scope of Agreement: The terms and conditions of this Agreement constitute and contain the entire Agreement and understanding between the Parties, and may not be contradicted by evidence of any prior or contemporaneous oral agreement. The Guidelines and any applicable

amendments thereto as well as the Grantee's application for the current grant year are incorporated herein by reference. To the extent that any conflicts or inconsistencies exist between the terms and conditions of this Agreement, including the attached exhibits, the guidelines or the Grantee's application, the terms and conditions of this Agreement shall prevail and be controlling.

5. **Modifications-Changes:** CalRecycle may extend or otherwise amend the terms of this Agreement by formal amendment. Minor changes to the Agreement, including minor revisions to the Grant Activities Checklist, Budget and Work Plan may not require a formal amendment of the Agreement; however, the Grantee shall obtain written approval from the Grant Manager before making such changes. The Grants Supervisor may elect to approve budget line item changes after the expenditure was made if prior approval was not possible due to unforeseen circumstances and the line item is included in the budget.

On the final Payment Request (exclusive of the retention invoice) the Grantee is not required to obtain prior approval from the CalRecycle Grant Manager before making budget line item changes to the approved budget when the total amount of all changes is equal to or less than 10% of the grant, is within the expenditure period, and does not exceed the maximum percentage allowed for personnel (35 percent) and indirect costs (20 percent).

6. **Subcontractors:**

- A. The Grantee shall be entitled to make use of its own staff and such subcontractor(s) as are mutually acceptable to the Grantee and CalRecycle. All subcontractor(s) specifically identified in the application are considered to be acceptable to CalRecycle. Any change in subcontractor(s), or change as to how the Grantee intends to use the services of a subcontractor, shall require a formal amendment of this Agreement.
- B. It is understood and agreed by the Parties that the Grantee and each subcontractor shall comprise the "Grantee team." The Grantee shall manage the performance of the project and shall manage the performance of the Grantee team.
- C. In carrying out activities funded under this Agreement, the Grantee, its subcontractors and its employees shall exercise the degree of skill and care required by customarily accepted good professional practices and procedures. Any costs incurred due to failure to meet the foregoing standards, or due to otherwise defective services that cause redundancy, shall be borne by the Grantee and not CalRecycle. Subcontractors are expected to follow the same documentation and invoicing requirements as the Grantee with respect to bids and proof of purchase, etc. Grant managers may request these subcontractor documents. Failure of the grantee to ensure subcontractors follow proper documentation can result in non-payment of Payment Requests.

7. **Ownership of Property and Equipment:** The Parties agree that CalRecycle shall hold and retain throughout the term of this Agreement rights to and interest in personal property, including equipment, purchased with funds provided through this Agreement. In the event this Agreement is terminated before full performance and completion of all activities and work authorized and funded herein, the Grantee shall, within thirty (30) days of Grantee's receipt of a written demand from CalRecycle, surrender possession of and any rights to all such property specified in CalRecycle's written demand.

- A. All real and personal property, including equipment and supplies, acquired with grant funds shall be used by the Grantee only for the purposes for which CalRecycle approved their acquisition for so long as such property is needed for such purposes, regardless of whether the Grantee continues to receive grant funds from CalRecycle for such purposes. In no event shall the length of time during which such property, including equipment and supplies, acquired with grant funds, is used for the purpose for which CalRecycle approved its acquisition be less than five (5) years after the end of the grant term, during which time the property, including equipment and supplies must remain in the State of California.
- B. Subject to the obligations and conditions set forth in this section, title to all real and personal property acquired with grant funds, including all equipment, shall vest upon acquisition in the Grantee. The grantee shall execute all documents required to provide CalRecycle with a purchase money security interest in any real or personal property, including equipment, and it shall be a condition of receiving this grant that CalRecycle shall be in first priority position with respect to the purchase money security interest on any such property acquired with the grant funds, unless pre-approved in writing by the Grant Manager that CalRecycle will accept a lower priority position with respect to the purchase money security interest on the property. Grantee shall inform any lender(s) from whom it is acquiring additional funding to complete the property purchase of this grant condition.
- C. The Grantee may not transfer Title to any real or personal property, including equipment and supplies, acquired with grant funds to any other entity without the express authorization of CalRecycle.

Vehicle upgrades or trade-ins will be evaluated on a case by case basis. The grantee will need to provide CalRecycle with a justification for the upgrade required. Approved upgrades or trade-ins will not constitute a sale of their vehicle.

- D. CalRecycle will not reimburse the Grantee for the acquisition of equipment that was previously purchased with CalRecycle grant funds, unless the acquisition of such equipment with grant funds is pre-approved in writing by the Grant Manager. In the event of a question concerning the eligibility of equipment for grant funding, the burden will be on the Grantee to establish the pedigree of the equipment.
8. **Stop Work Notice:** Immediately upon receiving a written notice from CalRecycle to stop work, the Grantee shall cease all work under this Agreement.
9. **Discretionary Termination:** Either party shall have the right to terminate this Agreement at any time upon thirty (30) days written notice to the other. In the case of such “early” or “discretionary” termination, defined as termination occurring before full performance of all objectives and activities described in the Application with revisions, if any, and any amendments - Exhibit C and authorized for funding herein, a final payment will be made to the Grantee, if due, upon receipt of a financial report and invoices covering costs incurred to termination, and a written report describing all work performed by the Grantee to date of termination. Upon discretionary termination of this Agreement and upon receipt of a written demand from CalRecycle, Grantee also shall relinquish to CalRecycle possession and control of any property purchased pursuant to this Agreement.

10. **Disputes:** In the event of a dispute regarding performance under this Agreement or interpretation of requirements contained therein, the Grantee may, in addition to any other remedies that may be available, provide written notice of the particulars of such dispute to the Branch Chief of Financial Resources Management Branch, Department of Resources Recycling and Recovery, PO Box 4025, Sacramento, CA 95812 4025. Such written notice must contain the grant number.

11. **Publicity and Acknowledgment:**

- A. Grantees are no longer required to acknowledge CalRecycle's support whenever activities or projects funded, in whole or in part, by this Agreement are publicized in any news media, brochures, articles, seminars or other type of promotional material.
- B. The Grantee shall place the following notice, preceding the text, on draft reports, on the final report, and on any other report or publication resulting from work performed under this Agreement.

Disclaimer

"The statements and conclusions of this report are those of the Grantee and/or Subcontractor and not necessarily those of CalRecycle, or its employees. CalRecycle makes no warranties, express or implied, and assumes no liability for the information contained in the succeeding text."

- C. The Grantee shall provide CalRecycle with an opportunity to review materials or other publications funded in whole or in part pursuant to this Agreement before they are published.

12. **Copies of Data, Plans and Specifications:** The Grantee shall, at the request of CalRecycle or as specifically directed in Procedures and Requirements - Exhibit B herein, provide CalRecycle with copies of any data, design plans, specifications, photographs, negatives, audio and video productions, films, recordings, reports, findings, recommendations and memoranda of every description or any part thereof, prepared under this Agreement.

The State of California shall have the right to copy and distribute said copies in any manner when and where it may determine without any claim on the part of the Grantee, its vendors or subcontractors to any additional compensation.

To the extent that they are not otherwise exempt (e.g., proprietary data), all Grantee reports and other documentation are subject to disclosure pursuant to the California Public Records Act (Government Code Sections 6230, et seq.)

- 13. **Site Visits:** CalRecycle may conduct periodic site visits, at its own expense, to monitor progress during the grant term. Also, interim oral or written progress reports may be required to supplement the more formal progress reports.
- 14. **Governing Law/Locus:** This Agreement is governed by, and shall be interpreted in accordance with, the laws of the State of California. For the purpose of any litigation related to and/or challenging any aspect of this Agreement or performance thereunder, the locus is Sacramento, California.
- 15. **Insurance:** The Grantee shall obtain and keep in force for the term of this Agreement, and require its subcontractors to obtain and keep in force, the following insurance policies which

cover any acts or omissions of the Grantee, or its employees engaged in the provision of services or performance of activities funded pursuant to and specified in this Agreement:

- A. Worker's Compensation Insurance in accordance with the statutory requirement of the State of California.
- B. Commercial general liability insurance in the amount of \$1,000,000 per occurrence and aggregate for bodily injury and property damage.
- C. Automobile liability in the amount of \$1,000,000 for each accident for owned or non-owned or hired vehicles, whichever is applicable.

The Grantee shall name the State of California, its officers, agents, employees and servants as additional insured parties for all insurance required and is responsible for guaranteeing that a copy of each Certificate of Insurance is submitted to CalRecycle within thirty (30) days of the execution of the grant.

The certificate of insurance shall state a limit of liability of not less than \$1,000,000 per occurrence for bodily injury and property damage combined.

Self-insured entities must provide a copy of a Certificate of Consent to Self-Insure issued by the California Department of Industrial Relations.

The Grantee shall notify CalRecycle prior to any insurance policy cancellation or substantial change of policy and shall, in the event of a substantial change, provide a copy of the new insurance certificate to the Grant Manager.

16. Liability Indemnification and Waiver:

- A. Grantee agrees to indemnify, defend and save harmless the State, its officers, agents and employees from any and all claims and losses accruing or resulting to any and all contractors, subcontractors, suppliers, laborers, and any other person, firm or corporation furnishing or supplying work services, materials, or supplies in connection with the performance of this Agreement, and from any and all claims and losses accruing or resulting to any person, firm or corporation who may be injured or damaged by the Grantee or its contractors, subcontractors, laborers, suppliers or employees in the performance of this Agreement.
- B. Grantee waives any and all rights to any type of express or implied indemnity or right of contribution from the State, officers, agents or employees, for any liability arising from, growing out of, or in any way connected with this Agreement.

17. Assignment: The Grantee's interest in and responsibilities under this Agreement shall not be assignable by the Grantee either in whole or in part without the written consent of CalRecycle.

18. Grantee Independence/Not an Agent of the State: In the performance of this Agreement, the Grantee, and the agents and employees of the Grantee, shall act in an independent capacity and not as officers or employees or agents of CalRecycle.

19. Severability/Unenforceable Provision: In the event that any provision of this Agreement is unenforceable or held to be unenforceable, it shall be severable from the remainder of the

Agreement. The Parties agree that all other provisions of this Agreement shall have force and effect and not be affected thereby.

20. **Timeliness:** Time is of the essence in the performance of this Agreement. The Grantee is required to begin implementation of this Agreement as soon as possible following its execution and shall abide by the Work Plan, a part of the Application with revisions, if any, and any amendments - Exhibit C.
21. **Discharge of Grant Obligations:** The Grantee's obligations under this Agreement shall be deemed discharged only upon acceptance of the final report by CalRecycle. If the Grantee is a non-profit entity, the Grantee's Board of Directors shall accept and certify as accurate the final report prior to its submission to CalRecycle.
22. **Certification Clauses:** The Grantee hereby certifies its compliance throughout the grant term with all applicable requirements contained in the Grantee Certification of Compliance section of this Agreement.
23. **Breach of Conditions/Remedy for Default:**
 - A. In the event of Grantee's breach of any conditions or terms of this Agreement, CalRecycle will give written notice to the Grantee, describing the breach. Notice shall be deemed given when deposited in the U.S. Post Office, postage prepaid, addressed to Grantee, or by personal delivery to Grantee's place of business. If Grantee does not, within thirty (30) days after the notice is given, (1) cure the breach described in CalRecycle's notice or (2) if the breach is not curable within thirty (30) days, commence to cure the breach, Grantee shall be in default under this Agreement.
 - B. In the event of a default under this Agreement, CalRecycle shall be entitled to all remedies available at law including, but not limited to, termination of the Agreement, withholding of amounts billed and/or recovery of funds disbursed and equipment purchased pursuant to the Agreement. Grantee may appeal such action by filing a dispute pursuant to Clause #10 above.

EXPENDITURE, PAYMENT AND RECORDKEEPING PROVISIONS

24. **Allowable Costs and Documentation:** To be allowable under this Agreement, costs must meet the following criteria:
- A. Be necessary and reasonable for the performance of the Agreement.
 - B. Be determined in accordance with generally accepted accounting principles.
 - C. Not be included as a cost or used to meet cost sharing or matching requirements of any other CalRecycle funded program in either the current or prior period.
 - D. Be adequately documented.
 - E. Indirect costs may not exceed 20 percent of the total award amount and fringe benefits may not exceed 35 percent of wages/salaries for the corresponding year.
 - F. Include Approved Federal Indirect Cost Rate or Indirect Cost Plan Methodology.
25. **Reasonable Costs:** A cost is reasonable if, in its nature or amount, it does not exceed that which would be incurred by a prudent person under the circumstances prevailing at the time the decision was made to incur the cost. Consideration will be given to:
- A. Whether the cost is of a type generally recognized as ordinary and necessary for the performance of the grant.
 - B. The restraints or requirements imposed by such factors as generally accepted sound business practices, arms-length bargaining, federal and state laws and regulations and the terms and conditions of the grant.
 - C. Whether the individuals concerned acted with prudence in the circumstances, considering their responsibilities to the organization, its members, employees, clients, and the public at large.
 - D. Significant deviations from the established practices of the organization which may unjustifiably increase the grant costs.
26. **Competitive Bid Requirements:** Grantee shall secure at least three competitive bids or price quotes for goods (including equipment) or services authorized in the Application with revisions, if any, and any amendments - Exhibit C, where the amount charged to the grant is \$5,000 or more. Grantee shall purchase such goods or services from the lowest qualified bidder or pay the difference between the low bid and the one selected, without using funds obtained pursuant to this Agreement. Grantee shall maintain documentation of the competitive bid process used. This competitive bid requirement may be waived upon Grantee certification and Grant Manager approval prior to the expenditure of any funds that due to the unique nature of the goods or services a sole source purchase is justified. Failure to comply with competitive bid requirements may result in CalRecycle disallowing reimbursement of some portion or all of the related costs and/or other remedies for breach pursuant to #23 above.

27. Conflict of Interest, Self-Dealing, and Need for Arm's Length Transactions:

Grantee shall act in accordance with the fiduciary duty attached to the receipt and expenditure of grant monies intended to benefit the public. Consistent with that fiduciary duty, Grantee shall ensure the proper expenditure of all grant monies for which reimbursement is sought pursuant to this Agreement.

All expenditures for which reimbursement pursuant to this Agreement is sought shall be the result of arm's-length transactions and not the result of, or motivated by, self-dealing on the part of the Grantee or any employee or agent of the Grantee. For purposes of this provision, "arm's-length transactions" are those in which both parties are on equal footing and fair market forces are at play, such as when multiple vendors are invited to compete for an entity's business and the entity chooses the lowest of the resulting bids. "Self-dealing" is involved where an individual or entity is obligated to act as a trustee or fiduciary, as when handling public funds, and chooses to act in a manner that will benefit the individual or entity, directly or indirectly, to the detriment of, and in conflict with, the public purpose for which all grant monies are to be expended.

28. Record Keeping Requirements: The Grantee shall establish and maintain internal controls over grant funds which are consistent with *Generally Accepted Accounting Principles (GAAP)*, *The Office of Management and Budget (OMB) Circular A-122* (or applicable OMB Circular)- *Cost Principles for Non-Profit Corporations* and the *Audit Guide for the Department's Grants to Community Conservation Corps*. These controls should be sufficient to meet standards identified in the *Community Conservation Corps Internal Control Checklist*. Such controls shall be documented in writing and be available for review at any time by CalRecycle, including CalRecycle auditors and grant management staff. The subject matter of such records may include, but may not be limited to the following: vehicle and equipment inventory; use of grant-funded vehicles and equipment for other than grant-related purposes (e.g., personal use of grant-funded vehicles by employees of the Grantee or others); depreciation; cash receipt and disbursements methodology; indirect and direct cost allocation methodology; reasonableness of general and operating expenses; documentation of corps member hours worked; time spent on projects specific to CalRecycle; receipt and expenditures of recycling-generated revenue including Shipping Reports (DR-6) and weight tickets; and activities requiring approval of the Grantee's Board of Directors.

- A. CalRecycle will accept an approved Federal Indirect Cost Rate (FICR) with the following provisions: Local Conservation Corps will provide verification of the FICR and must maintain a cost allocation plan available for review by CalRecycle auditors and grant management staff.
- B. Local Conservation Corps will provide a general ledger of indirect costs with each grant payment request.
- C. The total indirect cost charged to the grant cannot exceed 20 percent.

If a Local Conservation Corps does not have FICR, then the following provisions apply:

- A. Local Conservation Corps will provide and submit an Indirect Cost Allocation Plan (CAP) Methodology that is reasonable and acceptable, subject to approval by CalRecycle.
- B. The total indirect cost charged to the grant cannot exceed 20 percent.
- C. Back-up documentation will be required to substantiate all indirect line item expenditures.

CalRecycle staff has the exclusive right to deny indirect cost expenditures inconsistent with the FICR or approved CAP.

- A. Grantee shall establish an official file for the project. The file shall contain documentation of all actions taken regarding this Agreement.
- B. Grantee shall establish separate ledger accounts for receipt and expenditure of grant funds by funding source and maintain expenditure detail in accordance with the approved budget detail. Separate bank accounts are not required.
- C. Grantee shall maintain financial records in accordance with generally accepted accounting principles. Grantee shall maintain adequate supporting documentation in such detail so as to provide an audit trail of receipts, expenditures and disbursements. Grantee's records will permit tracing transactions from support documentation to the accounting records to financial reports and billings. Such documentation shall include proof of all match contributions, including identification of the source of each and every such contribution, and may include, but shall not necessarily be limited to, subsidiary ledgers, payroll records, vendor invoices, purchase orders, canceled checks, bank or other financial account records, consultant contracts and billings, volunteer rosters and work logs, and lease or rental agreements. Such documentation shall be readily available for inspection, review and/or audit by the Grant Manager or other representatives of the State.
- D. Subcontractor(s), employed by the Grantee and paid with monies under the terms of this Agreement, shall be responsible for maintaining accounting records as specified above.

29. Audits: The Grantee agrees that the State and its representatives, including, but not limited to, CalRecycle, the State Controller's Office and the State Auditor, shall have an absolute right of access to, and right to review and copy, all of the Grantee's records pertaining to this Agreement and to conduct reviews and/or audits related to this grant. Grantee shall, for the purpose of any such review or audit, retain and provide access to all records related to this Agreement including, but not necessarily limited to, those records specified in the Record Keeping Requirements in #28 above. Grantee shall also provide access to and allow interview of any employees who might reasonably have information related to such records. Such access to employees and records shall be provided during normal business hours throughout the Agreement term and for at least three (3) years after the final payment is disbursed pursuant to this Agreement, or until completion of any action and resolution of all issues which may arise as a result of any audit or review of such records, whichever is later.

The Board of Directors of the Grantee are required to provide an organization-wide audit on an annual basis that includes an audit of the funds granted under this Agreement. The audit will be conducted in accordance with auditing standards generally accepted in the United States of America applicable to financial audits contained in the *Governmental Auditing Standards* issued by the Controller General of the United States.

30. Payment: Except as otherwise provided herein or when deemed necessary by the Grant Manager, payments shall be made to Grantee once every thirty (30) calendar days in arrears for actual costs authorized in the Application with revisions, if any, and any amendments - Exhibit C of this Agreement and incurred during the Agreement term. Payment will be made upon evidence of satisfactory progress, as determined by the Grant Manager. Such evidence shall consist of written progress reports and other documentation evidencing performance as provided for in this Agreement.

Final payment will be made only after completion of work and activities identified in the Procedures and Requirements (Exhibit B) and the Application with revisions, if any, and any amendments (Exhibit C), including receipt of the Final Report. **CalRecycle will not reimburse costs incurred after June 30, 2016.**

Only those items identified in the Application with revisions, if any, and any amendments (Exhibit C), are eligible for reimbursement. Any change to the Budget must be approved by the Grant Manager before expenditure for that item is made. *Under no circumstances shall the Grantee seek reimbursement, pursuant to this Agreement, for a cost or activity that has been or will be paid through another funding source.*

CalRecycle will withhold payment equal to ten (10) percent of each Payment Request until completion of all work and other requirements to the satisfaction of CalRecycle.

31. Advance Payments: CalRecycle may disburse up to twenty-five (25) percent of the total grant amount for a particular grant year as an advance payment if CalRecycle determines an advance payment to be essential for the effective implementation of the Grant (Government Code section 11019). Advance payments may be requested from any or all funding sources, up to twenty-five (25) percent of the grant amount associated with each funding source for a particular grant year. Requests for advance payments from multiple funding sources will be considered separately by funding source. CalRecycle reserves the right to conduct a limited review or audit of information or statements offered by the Grantee in support of the advance payment request. Advance payments require prior approval of the Department of Finance pursuant to Government Code section 11019(a). A request for an advance payment must be submitted in writing to the Grant Manager and include all of the following:

- A. Advance justification cover letter which describes the circumstances that necessitate the advance from each funding source.
- B. Proof of non-profit status.
- C. A cash flow analysis with and without an advance for each funding source.
- D. The most recent financial statement.

Advance payments must be fully accounted for by the end of the Grant Agreement term. After disbursing an advance payment, CalRecycle will deduct the advanced amount from subsequent Payment Request received from the Grantee, proportionate to the percentage invoiced, until the entire advance amount is repaid. An advance payment cannot be made from a funding source until all previous advance amounts from that funding source are repaid in full.

32. Reimbursement Limited to Net Costs: All costs charged against the Agreement shall be net of all applicable credits. The term “applicable credits” refers to those receipts or reductions of expenditures that operate to offset or reduce expense items that are reimbursable under this Agreement. Applicable credits may include, but are not necessarily limited to, rebates or allowances, discounts, credits toward subsequent purchases, and refunds. Grantee shall, where possible, deduct the amount of the credit from the amount billed as reimbursement for the cost, or shall deduct the amount of the credit from the total billed under a future Payment Request.

33. Travel: Reimbursement of travel is not permitted unless expressly provided for in the Application with revisions, if any, and any amendments (Exhibit C). If provided in the Agreement, employees or subcontractors of the Grantee traveling from another State to the State of California or within the State of California, shall be reimbursed according to the prevailing rates for State of California employees. Travel outside the State of California will not be reimbursed without prior written authorization of the Grant Manager or unless otherwise expressly provided for in the terms of this Agreement.

A. For travel necessary to the performance of this Agreement, the Grantee shall be reimbursed as follows:

1. Travel by common carrier, airline coach class or equivalent, in accordance with receipts or vouchers verifying expenditure.
2. Travel by private or Grantee-owned automobile at amount consistent with the state mileage rate. To obtain the current state mileage rate, see <http://www.dpa.ca.gov/personnel-policies/travel/personal-vehicle-mileage-reimbursement.htm>. However, if travel by common carrier is more economical than by automobile, the rate for the common carrier will be reimbursed.
3. Travel by private car to and from the common carrier shall be reimbursed at amount consistent with the state mileage rate.
4. Travel by rental car, if less expensive than taxi service, in accordance with receipts verifying expenditure. Grantee will note that insurance coverage is not reimbursable.

B. Per Diem rates apply to travel more than 50 miles away from the Grantee's headquarters and are reimbursable as follows:

1. Date and time of departure and return shall be indicated in order to establish appropriate per diem rates. Place where the travel originates and destination shall also be stated.
2. To access the most recent travel allowances, please refer to: <http://www.calhr.ca.gov/employees/pages/travel-reimbursements.aspx>
3. For travel consisting of a total of fewer than 24 hours, there is no reimbursement for lunch or incidentals; reimbursement for breakfast and dinner follows the above rules.

Travel expenditures not listed herein cannot be reimbursed.

34. Documentation of Time Spent: The Grantee shall maintain reports or other detailed records (e.g., activity logs or timesheets) documenting time spent by each employee, agent, contractor or volunteer whose work in support of this Agreement is billed under the Agreement or used as match. Records used to meet this requirement shall identify the individual performing the work, the date on which the work was performed, the specific grant-related activities or objectives to which the individual's time was devoted, rate of pay and the amount of time spent. Such records shall reflect actual time spent, rather than that which was planned or budgeted.

35. **Reports:** The Grantee shall submit to the Grant Manager progress reports and a final report. Reports shall include information as it relates to the Grant Activities Checklist and shall be submitted on or before the dates specified in the Work Plan.

Failure to comply with the reporting requirements specified above shall constitute a breach of this Agreement and may result in CalRecycle taking action pursuant to Clause #22 of this Agreement.

GRANTEE CERTIFICATION OF COMPLIANCE

36. **Americans with Disabilities Act:** Grantee assures the State that it complies with the Americans with Disabilities Act (ADA) of 1990, which prohibits discrimination on the basis of disability, as well as all applicable regulations and guidelines issued pursuant to the ADA. (42 U.S.C. 12101 et seq.)
37. **Nondiscrimination Clause:** During the performance of this Agreement, the Grantee and its subcontractor(s) shall not discriminate, harass, or allow harassment against any employee or applicant for employment because of age, sex, race, color, ancestry, religious creed, national origin, physical disability (including HIV and AIDS), mental disability, medical condition (cancer), sexual orientation, marital status, and denial of family care leave. Grantee and its subcontractors shall ensure that the evaluation and treatment of their employees and applicants for employment are free from discrimination and harassment. Grantee and its subcontractors shall comply with the provisions of the California Fair Employment and Housing Act (Government Code, Section 12900 et seq.), and the regulations promulgated, there under (California Administrative Code, Title 2, Section 7285 et seq.). The applicable regulations of the Fair Employment and Housing Commission implementing Government Code Section 12990(a-f), set forth in Chapter 5 of Division 4 of Title 2 of the California Code of Regulations, are incorporated herein by reference and made a part hereof as if set forth in full.

Grantee and its subcontractor(s) shall give written notice of their obligations under this clause to labor organizations with which they have a collective bargaining or other agreement.

Grantee shall include the nondiscrimination and compliance provisions of this clause in all subcontracts to perform work under the Agreement.

38. **Recycling Certification:** CalRecycle has a procurement policy that sets purchase goals for, and favors the purchase of, products containing recycled content, both post-consumer and secondary waste. When using grant funds to purchase recycling bins, paper products, fine printing and writing paper, plastic, glass, oil, compost and co-compost, solvents and paint, tire-derived products, and retread tires, the Grantee shall make a reasonable effort to purchase products containing recycled content. Grantee shall report any and all such purchases in status and annual reports required pursuant to this Agreement.
39. **Drug-Free Workplace Requirements:** Grantee will comply with the requirements of the Drug-Free Workplace Act of 1990 (Government Code section 8350 et seq.) and will provide a drug-free workplace by taking the following actions:

- A. Publish a statement notifying employees that unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited and specifying actions to be taken against employees for violations.
- B. Establish a Drug-Free Awareness Program to inform employees about:
 - 1. The dangers of drug abuse in the workplace;
 - 2. The person's or organization's policy of maintaining a drug-free workplace;
 - 3. Any available counseling, rehabilitation and employee assistance programs; and
 - 4. Penalties that may be imposed upon employees for drug abuse violations.
- C. Every employee who works on the Agreement will:
 - 1. Receive a copy of the company's drug-free workplace policy statement; and
 - 2. Agree to abide by the terms of the company's statement as a condition of employment on the Agreement.

Failure to comply with these requirements may result in suspension of payments under the Agreement or termination of the Agreement or both and Grantee may be ineligible for award of any future State agreements if CalRecycle determines that the Grantee has made a false certification, or violated the certification by failing to carry out the requirements as noted above.

- 40. **Labor Code/Workers Compensation:** Grantee needs to be aware of the provisions, which require every employer to be insured against liability for Worker's Compensation or to undertake self-insurance in accordance with the provisions, and Grantee agrees to comply with such provisions before commencing performance pursuant to this Agreement (Labor Code Section 3700).
- 41. **Child Support Compliance Act:** For any Agreement in excess of \$100,000, the Grantee acknowledges accordance with the following:
 - A. The Grantee recognizes the importance of child and family support obligations and shall fully comply with all applicable state and federal laws relating to child and family support enforcement, including, but not limited to, disclosure of information and compliance with earnings assignment orders, as provided in Chapter 8 (commencing with section 5200) of Part 5 of Division 9 of the Family Code; and
 - B. The Grantee, to the best of its knowledge, is fully complying with the earnings assignment orders of all employees and is providing the names of all new employees to the New Hire Registry maintained by the California Employment Development Department.
- 42. **Resolution of Support:** A county, city, district, or other local public body must provide the State with a copy of a resolution, order, motion, or ordinance of the local governing body, which by law has authority to enter into an agreement, authorizing execution of an agreement.
- 43. **Air or Water Pollution Violation:** Under State laws, the Grantee shall not be: (1) in violation of any order or resolution not subject to review promulgated by the State Air Resources Board or an air pollution control district; (2) subject to a cease and desist order not subject to review issued pursuant to Section 13301 of the Water Code for violation of waste discharge

requirements or discharge prohibitions; or (3) finally determined to be in violation of provisions of federal law relating to air or water pollution.

44. **Compliance with Other Laws, Including CEQA:** The Grantee shall comply fully with all applicable federal, state and local laws, ordinances, regulations and permits and shall secure any new permits required by authorities having jurisdiction over the project(s), and maintain all presently required permits. The Grantee shall ensure that any applicable requirements of the California Environmental Quality Act are met in carrying out the terms of the Agreement.
45. **Use of State Funds to Assist, Promote or Deter Union Organizing:** Grantee shall not use state funds, including Grant funds, to assist, promote or deter union organizing. Government Code Section 16645.1(d) provides that Grantee shall be liable to the State for the amount of any funds expended in violation of this prohibition, plus a civil penalty equal to twice the amount of those funds. If Grantee makes expenditures to assist, promote or deter union organizing, Grantee shall maintain records sufficient to show that state funds have not been used for those expenditures. The Grantee shall provide those records to the Attorney General upon request.
46. **Payee Data Record Form (Std. 204):** This form must be completed by all contractors and Grantees that are not another state agency or governmental entity.