



# Investment Committee

## Agenda Item 6c

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**June 10, 2024**

**Item Name:** Policy Changes for Responsible Contractor Policy – Second Reading

**Program:** Sustainable Investments

**Item Type:** Action

### **Executive Summary**

This agenda item is seeking approval from the Investment Committee (Committee) regarding the proposed revisions to the CalPERS' Responsible Contractor Program (RCP) Policy (Policy).

### **Strategic Plan**

The agenda item supports the CalPERS Strategic Plan goal to strengthen the long-term sustainability of the pension fund and cultivate risk-intelligent decisions.

### **Investment Beliefs**

This agenda item supports the following Investments Beliefs:

- Investment Belief 3 – Investment decision may reflect wider stakeholder views, provided they are consistent with CalPERS' fiduciary duty to members and beneficiaries
- Investment Belief 4 – Long-term value creation requires effective management of three forms of capital: financial, physical, and human

### **Background**

CalPERS has had an RCP Policy since the 1990s. We have a deep interest in the condition of workers employed by CalPERS and our managers and delegates. The RCP Policy supports fair wages and benefits based on small business development, local market conditions, subject to fiduciary principles and control of operating costs. The RCP Policy exists to ensure prudent and careful action to domestic Real Estate and Infrastructure investment managers where:

- CalPERS has greater than 50% ownership interest
- The Policy requirements are met
- Contract amount is \$100,000 or more

## **Analysis**

As of July 2015, Real Estate and Infrastructure managers began operating under the Policy as revised in March 2015. At the direction of the Investment Committee, Investment Staff undertook policy review and engagement process to assess potential areas for updates.

Proposed policy updates will strengthen manager responsibilities, clarify reporting guidance, strengthen the risk management function of the policy, and help streamline implementation of the policy, and facilitate communication between stakeholders and managers.

Proposed changes include:

1. Expands the definition of a Responsible Contractor
2. Expands language in the Certification of Responsible Contractor Status to include reporting debarments when a contractor certifies regulatory status
3. Integrates CalPERS' Labor Principles language and link
4. Adds reference to "commingled funds and indirect investments" in the voluntary compliance section
5. Adds Neutrality to the definitions section of the policy
6. Expands language around using a skilled and trained workforce
7. Adds language encouraging participation by service-disabled veteran owned businesses (SDVOB), minority owned and controlled firms, and firms owned and controlled by women
8. Updates annual reporting guidance for managers on tenant-controlled payments
9. Makes additional technical changes to reflect clean-up and formatting changes

## **Budget and Fiscal Impacts**

Existing budgetary resources fund the ongoing costs for implementation, administration, and management of the RCP Policy for the CalPERS Investment Office.

## **Benefits and Risks**

The design of this Policy is intended to require investment managers, and their delegates, to take prudent and careful action when selecting and employing contractors on domestic RCP assets. The Policy helps CalPERS manage both human capital and reputational risk by supporting the use of responsible contractors. This Policy also helps manage costs through competitive bidding, which benefits CalPERS' long-term investment returns.

## **Attachments**

Attachment 1 – Policy Changes for Responsible Contractor Policy – Second Reading -PPT

Attachment 2 – CalPERS Responsible Contractor Policy (Redline version)

Attachment 3 – CalPERS Responsible Contractor Policy (Clean version)

Attachment 4 – Meketa Opinion Letter

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# Policy Changes for Responsible Contractor Policy Second Reading

Sustainable Investments

June 10, 2024

# Responsible Contractor Program (RCP) Policy | Overview

## Purpose

- The RCP Policy supports fair market wages and benefits based on local conditions for workers employed by contractors and subcontractors, subject to fiduciary principles<sup>1</sup>
- Applies when the Real Assets program makes investments in the service, maintenance, development, and improvement of CalPERS' domestic Real Estate and Infrastructure assets

## Scope

- U.S. Real Estate and Infrastructure assets where CalPERS holds > 50% interest
- Contracts of  $\geq$  \$100k
- Managers<sup>2</sup> provide an annual RCP compliance and certification report

# RCP Policy | History

Year	Event
1998	<ul style="list-style-type: none"> <li>Investment Committee approves establishment of the Policy</li> </ul>
2010	<ul style="list-style-type: none"> <li>Five-year policy review and engagement process begins<sup>3</sup></li> </ul>
2012	<ul style="list-style-type: none"> <li>RCP Policy enhanced and revised</li> </ul>
2015	<ul style="list-style-type: none"> <li>Extensive 18-month policy review and engagement process</li> <li>RCP Policy enhanced and revised<sup>4</sup></li> </ul>
2023	<ul style="list-style-type: none"> <li>Investment Committee directed a policy review and engagement process</li> </ul>



<sup>3</sup> Established the Neutrality Trial for Core managers on service contracts; Core investments are those that produce a predictable current net income yield after debt service; See slide 12 for Neutrality information

<sup>4</sup> Neutrality Trial for Core managers becomes permanent policy; New Neutrality Trial established for select Non-Core managers; Investments not considered Core; 'select' are certain identified non-core investments

# RCP Refresh Timeline

Date	Activity
August 2023	Held an internal RCP Policy Refresh Kick-off Meeting with all relevant teams
September 2023	Email invitation sent to RCP Stakeholders asking for their feedback on RCP updates and offering an opportunity for dialogue with CalPERS staff
September 2023 – November 2023	Compile comments and conduct meetings with stakeholders and the Board Private Market Consultant
December 2023 – February 2024	Review and assess proposed updates and draft policy revisions for the Board's consideration and approval
March 2024	First read of proposed policy updates to be presented to the Board
March – May 2024	Board feedback and stakeholder follow-up engagements
June 2024	Second read of proposed policy revisions to be presented to the Board

# RCP Policy Review Process

The policy review process encompassed following:

- Engagements with stakeholders, managers, consultants, legal
- Review of market/industry guidance
- Peer review and benchmarking
- Assessment of practical examples of implementation challenges/gaps
- Conducted a series of follow-up engagements with stakeholders, managers, consultants, legal
- Researched and reviewed additional considerations raised by the CalPERS Investment Committee, stakeholders, and external managers
- Checked in on peer progress
- Made additional edits to the policy

# Proposed Policy Revisions – Changes made since the first read

Categories	Proposed Updates
<b>1. Definition of Responsible Contractor/Use of debarred Contractors</b> (page # 8, 27 and 28)	Expand on the definition of a responsible contractor <i>(Expanded language in the Certification of Responsible Contractor Status to reference debarments when reporting regulatory status)</i>
<b>2. Core Requirements of the Policy</b> (page # 4 and 5)	Update the link to CalPERS' investment beliefs in Section I of the policy and include a link to the CalPERS Labor Principles <i>(Added CalPERS Labor Principles language and link)</i>
<b>3. Voluntary Compliance</b> (page # 11)	Update the policy to include reference to CalPERS' Labor Principles <i>(Added reference to commingled funds and indirect investments)</i>
<b>4. Neutrality/Labor Peace</b> (page # 2 and 7)	Update the policy to include reference to CalPERS' Labor Principles <i>(Added Neutrality to the definitions section of the policy)</i>
<b>5. Competitive Bidding</b>	Explore the option of hosting a centralized site to help facilitate RCP opportunities
<b>6. Skilled &amp; Trained Workforce</b> (page # 5)	Update the policy language to reflect support and encouragement of safety training by contractors to ensure that all employees have the skills necessary to perform assigned work safely
<b>7. Disabled/Veteran/Minority/ Women-owned businesses</b> (page #15)	Update policy language to encourage participation by service-disabled veteran owned businesses (SDVOB) and minority owned and controlled firms, firms owned and controlled by women
<b>8. Annual Reporting Requirements</b> (page # 7)	Update annual reporting guidance for managers on tenant-controlled payments

# Policy Revisions Not Adopted - No changes recommended

Categories	Revisions considered
1. <b>Applicable Investments</b>	Expand application of the policy to Real estate and infrastructure investments less than 50% owned by CalPERS <i>Rationale: CalPERS' Labor Principles will drive labor issues for all investments</i>
2. <b>Selection of a Responsible Contractor</b>	Give formal hiring preferences to contractors that are compliant with the requirements of the RCP or managers who have already adopted an internal responsible contractor policy <i>Rationale: The current language remains consistent with best practice and policy application.</i>
3. <b>Definition of Fair Wages</b>	Update the definition of Fair Wages <i>Rationale: The current definition is consistent with the market standard and peer comparison</i>
4. <b>Prevailing Wage Requirement</b>	Mandate a prevailing wage requirement on construction, rehabilitation and construction maintenance projects in California and in excess of \$50,000 <i>Rationale: The current definition of Fair Wages includes prevailing wage as a consideration and this practice remains consistent with the best practice and policy application</i>
5. <b>Standards for Construction, Rehabilitation, &amp; Maintenance projects in CA</b>	Adopt separate labor standards for construction, rehabilitation, and construction maintenance projects located in California <i>Rationale: CalPERS' Labor Principles will drive labor issues for all investments</i>
6. <b>Mandate the hiring of union workers</b>	Mandate hiring of union workers. <i>Rationale: The current practice is consistent with the market standards and peer comparisons</i>
7. <b>Mechanism for bid credits</b>	<i>Assessed market and peer practice around granting bid credits for those that have their own RCP or have a proven track record of being responsible.</i> <i>Rationale: The current practices remains consistent with peer best practice</i>

# Summary of Proposed Policy Revisions - Second round of edits

- Expanded language in the Certification of Responsible Contractor Status to include debarments when a contractor certifies regulatory status (*page #27*)
- Added CalPERS Labor Principles language and link (*page #4 and 5*)
- Added Neutrality to the definitions section of the Policy (*page # 2 and 7*)
- Added reference to “commingled funds and indirect investments” in the voluntary compliance section (*page #11*)
- Removed references to Addendum B a neutrality trial program that ended in 2017 (*page # 3, 19, 35 - 44*)

## Adopt RCP Policy Revisions

CalPERS Team recommend the Investment Committee adopt the proposed policy revisions as presented in order to:

- Strengthen and enhance the Policy's vital risk management function of mitigating labor, financial, and reputational risk
- Encourage positive relationships and dialogue with labor organizations and managers
- Continue CalPERS' role as a leader in responsible investment and our ability to secure appropriate risk adjusted investment returns

# Appendix

# CalPERS Investment Beliefs

## Investment Belief 4

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Long-term value creation requires effective management of three forms of capital: financial, physical, and human

## Investment Belief 3

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CalPERS investment decisions may reflect wider stakeholder views, provided they are consistent with its fiduciary duty to members and beneficiaries

## RCP Policy | Neutrality

- CalPERS remains neutral in the event a labor organization attempts to organize workers on RCP Investments
- On assets where CalPERS holds greater than 50% interest, Core investment managers and their contractors / subcontractors are required to remain neutral should workers who provide maintenance, operation, or other property related services at an RCP managed asset organize
- Select Non-Core Real Estate and Infrastructure funds and their contractors /subcontractors agree to the above on a voluntary basis

**CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM**  
**STATEMENT OF INVESTMENT POLICY**  
**FOR**  
**RESPONSIBLE CONTRACTOR PROGRAM**

**EFFECTIVE JULY 1, 20~~24~~<sup>15</sup>**

**TABLE OF CONTENTS**

	<b>Page</b>
I. PURPOSE .....	4
II. INTRODUCTION .....	4
III. DEFINITIONS .....	5
A. Board .....	5
B. CalPERS .....	5
C. Delegate .....	5
D. Exempt Contract .....	5
E. Fiduciary Duty Requirement .....	5
F. Manager .....	6
F.G. Neutrality .....	X
G.H. Policy .....	6
H.I. Property Manager .....	6
I.J. RCP Contract .....	6
J.K. RCP Investment .....	6
K.L. Responsible Contractor .....	6
L.M. Staff .....	6
M.N. Sub-Delegate .....	7
IV. PRINCIPAL REQUIREMENTS OF THE RESPONSIBLE CONTRACTOR PROGRAM POLICY .....	7
A. Duty of Loyalty .....	7
B. Prudence .....	7
C. Competitive Return .....	7
D. Competitive Bidding .....	7
E. Local, State, and National Laws .....	7
F. Delegation Requirement .....	7
F. ....	7
V. SELECTION PREFERENCE OF A RESPONSIBLE CONTRACTOR .....	8
VI. TRANSITION, ENFORCEMENT, MONITORING, AND ADMINISTRATION .....	8
A. RCP Investments .....	8
B. Notification .....	9
C. Solicitation Documents .....	9
D. Contracts and Renewals .....	9

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**RESPONSIBLE CONTRACTOR PROGRAM**

**Page 3 of 43**

E.	Responsibilities .....	9
1.	Staff responsibilities.....	9
2.	Manager responsibilities.....	10
3.	Delegate responsibilities.....	10
4.	Union tasks.....	11
F.	Outreach .....	12
G.	Fair Wage, Fair Benefits, and Training.....	12
H.	Annual Review and Data Forms.....	13
I.	Competitive Bidding .....	13
J.	Neutrality.....	14
K.	Enforcement.....	15
L.	Complaints .....	15
Addendum A	Neutrality Requirement for Core Real Estate Managers.....	17
1.	To whom the neutrality requirement applies.....	17
2.	When applied .....	17
3.	Notification of neutrality .....	17
4.	Neutrality requirement exceptions .....	18
5.	Monitoring and enforcement.....	19
6.	Unforeseen issues.....	19
Appendix 1	California Public Employees' Retirement System - Certification of Responsible Contractor Status.....	20
Appendix 2	Complaint, Investigation and Dispute Resolution Process Regarding Potential Violations of the CalPERS Responsible Contractor Program Policy .....	24
Appendix 3	Manager's Certificate of Compliance and Annual Report on Manager's Responsibilities.....	26
Appendix 4	Model Delegate/Sub-Delegate Contract Rider Agreeing to be Bound by Neutrality Requirement .....	27
Appendix 5	Neutrality Exception Report .....	29
<del>Addendum B</del>	<del>Neutrality Trial Program Policy for Non-Core Real Estate Managers and Infrastructure Managers.....</del>	<del>30</del>
<del>Exhibit B-I</del>	<del>Model Delegate/Sub-Delegate Contract Rider Agreeing to be Bound by NTP.....</del>	<del>36</del>
<del>Exhibit B-II</del>	<del>California Public Employees' Retirement System Neutrality Trial Program - Neutrality Exception Report .....</del>	<del>38</del>

**CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM  
STATEMENT OF INVESTMENT POLICY  
FOR  
RESPONSIBLE CONTRACTOR PROGRAM**

**July 1, 20~~24~~15**

*This Policy is effective July 1, 20~~24~~15 and supersedes all previous Responsible Contractor policies for parties subject to this Policy.*

**I. PURPOSE**

This document sets forth the investment policy ("the Policy") of the Responsible Contractor Program (the "Program" or "RCP"). The design of this Policy is intended to ensure that contractors, investors, managers, consultants, or other participants selected by the California Public Employees' Retirement System ("CalPERS") take prudent and careful action while managing the Program. Additionally, use of this Policy provides assurance that there is sufficient flexibility in controlling investment risks and returns while using contractors.

This Policy, ~~as of July 1, 2015,~~ is consistent with CalPERS Statement of Investment Beliefs, ~~as~~ adopted October 14, 2013. CalPERS Statement of Investment Beliefs provides context for CalPERS actions, reflects CalPERS values, and acknowledges CalPERS responsibility to sustain its ability to pay benefits ~~—~~for ~~—~~generations. ~~—~~The ~~—~~Investment ~~—~~Beliefs ~~—~~can ~~—~~be ~~—~~found at <https://www.calpers.ca.gov/docs/board-agendas/201702/pension/item7-01.pdf>, ~~https://www.calpers.ca.gov/docs/forms-publications/calpers-beliefs.pdf~~.

~~This Policy is also consistent with CalPERS' Labor Principles<sup>1</sup> ~~as~~ adopted November 13, 2023, (https://vxa.calpers.ca.gov/CALPERS%20LABOR%20PRINCIPLES.pdf), reproduced below: ~~as outlined~~~~

~~Freedom of association and the effective recognition of the right to collective bargaining~~

- ~~• Seek to support and improve the well-being of employees as part of human capital management strategy and in compliance with applicable laws.~~

~~The elimination of all forms of forced or compulsory labor~~

- ~~• Respect the human rights of those affected by their investment activities and seek to confirm that their investments do not flow to companies that utilize forced labor.~~

<sup>1</sup> See: [https://www.calpers.ca.gov/docs/board-agendas/202311/invest/item05b-02\\_a.pdf](https://www.calpers.ca.gov/docs/board-agendas/202311/invest/item05b-02_a.pdf) [https://www.calpers.ca.gov/docs/board-agendas/202309/invest/item05a-03\\_a.pdf](https://www.calpers.ca.gov/docs/board-agendas/202309/invest/item05a-03_a.pdf) page # 39 of 42

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The effective abolition of child labor

- Respect the human rights of those affected by their investment activities and seek to confirm that their investments do not flow to companies that utilize child labor.

The elimination of discrimination in respect of employment and occupation

- Respect the human rights of those affected by their investment activities and seek to conform that their investments do not flow to companies that maintain discriminatory policies. Seek to improve diversity, equity, and inclusion in portfolio investments to address recruitment, retention, and compensation.

A safe and healthy working environment

- Seek to support and improve the well-being of employees as part of human capital management strategy that includes providing a safe and healthy workplace.

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**II. INTRODUCTION**

CalPERS has a deep interest in the condition of workers employed by CalPERS and its Managers and Delegates (as defined in the next section). CalPERS, through the Policy set forth in this document, supports and encourages fair wages and benefits for workers employed by its contractors and subcontractors, subject to fiduciary principles concerning duties of loyalty and prudence, both of which further require competitive returns on CalPERS real estate and infrastructure investments.

CalPERS endorses small business development, market competition, and control of operating costs. CalPERS supports many of the ideals espoused by labor unions and encourages participation by labor unions and their signatory contractors in the development and management of CalPERS real estate and infrastructure investments. CalPERS believes that an adequately compensated and trained worker delivers a higher quality product and service. Therefore, this Policy supports and encourages employer paid safety training by contractors to ensure that all employees have the skills necessary to perform assigned work safely. The Policy includes provisions for transition, monitoring, and enforcement.

**III. DEFINITIONS**

Capitalized terms used in this Policy have the following meanings for purposes of this Policy:

- A. **Board** – The CalPERS Board of Administration or the committee thereof to which the Board has delegated the function in question.
- B. **CalPERS** – The California Public Employees' Retirement System.
- C. **Delegate** – A person or entity that a Manager or other Delegate retains (other than pursuant to an Exempt Contract) to provide services with respect to an RCP Investment, such as general contractors, contractors, and subcontractors. When a Delegate hires another Delegate, the latter is the former's "Sub-Delegate" (see Definition M, below). For example, the general partner of a partnership that owns an office building that is an RCP Investment normally would be the Manager. The Property Manager that the Manager hires to manage the building would be a Delegate. In turn, if that Delegate hires another firm, e.g., a janitorial services company, to provide services with respect to the property, the janitorial services company would be the Property Manager's Sub-Delegate (see definition of Sub-Delegate below). Delegates and Sub-Delegates are collectively referred to as "Delegates" in this Policy unless the context indicates otherwise. Any person or entity in such a delegation chain that performs services pursuant to an Exempt Contract would not be a Delegate or Sub-Delegate with respect to those services, nor would any person or entity it retains or subcontracts with to provide those services.
- D. **Exempt Contract** – An RCP Investment-related construction or property services contract (1) for professional services (e.g., architect, legal, or engineering services) or (2) for less than \$100,000. This threshold amount is applied both at the contract level and the subcontract level. For example, a \$1 million maintenance contract normally would not be an Exempt Contract, but a \$40,000 subcontract under it would be an Exempt Contract. Incremental contract amounts shall not be used to circumvent the threshold amount to create an Exempt Contract or subcontract under this Policy. Any contract in effect when a property first becomes an RCP Investment also shall be an Exempt Contract, but this exemption shall lapse at the end of the contract's term (including any extensions the contract permitted before the investment became an RCP Investment).
- E. **Fiduciary Duty Requirement** – The duty of the CalPERS Board, Staff, and Managers to be loyal and prudent, and achieve a competitive return, as set forth in Section IV.A.-C. To the extent a Delegate has been delegated the discretion to make business decisions affecting RCP Investments, CalPERS expects the Delegate or Sub-Delegate to make prudent business decisions.

**F. Manager** – A person or entity that directly contracts with CalPERS to manage or otherwise control an RCP Investment, such as an investment manager or the general partner of a partnership in which CalPERS directly invests.

**F.G. Neutrality** – For Core Real Estate Managers, the requirement that such Managers remain neutral, as set forth in Addendum A, and Appendix 4 and 5 of this Policy with respect to agreements or amendments to agreements entered into on or after the effective date of this Policy.

**G.H. Policy** – The policy set forth in this document, as amended from time to time. Except to the extent that the Staff determines otherwise, an amendment to this Policy made after a person or entity becomes a Manager shall apply to the Manager.

**H.I. Property Manager** – A person or entity that manages the day-to-day operations of a building, including such things as leasing, tenant improvements, guard, and janitorial services, or performs similar functions.

**H.J. RCP Contract** – An RCP Investment-related contract (other than an Exempt Contract) for (a) building or construction-related services (including tenant improvements unless paid for by the tenant)<sup>2</sup>, and (b) property-related services (such as cleaning maintenance, security, food and beverage service, and other services provided within the property that are specific to the nature of that asset, e.g., senior living operations, hotel operations, transportation assets, hospitals, etc.).

**J.K. RCP Investment** – An investment Section VI.A. designates as an RCP Investment, generally real estate and infrastructure investments more than 50% owned by CalPERS. Determination of an RCP Investment designation only will be made when CalPERS first contracts with the person or entity who would be the Manager, or when CalPERS subsequently enters into a new contract with the person or entity. For example, if CalPERS, at the time of the first contract, will not own more than 50% of a real estate or infrastructure investment, subsequent CalPERS investments in that real estate or infrastructure investment that cause it to be more than 50% CalPERS-owned will not make it an RCP Investment, nor cause the person or entity managing it to become a Manager.

If it is intended or reasonably foreseeable that an initial investment less than 50% CalPERS-owned will grow to a greater percentage, CalPERS and Manager will determine at the inception whether designating the investment as an RCP Investment is appropriate under the circumstances. Incremental increases in percentages of CalPERS ownership shall not be used to circumvent an RCP Investment designation.

<sup>2</sup> Contracts that are made between tenants and contractors, where the manager is not a party to those agreements, and any resulting payments made by the tenant should not be reported.

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**RESPONSIBLE CONTRACTOR PROGRAM**

**Page 8 of 43**

**K.L. Responsible Contractor** — ~~A business that pays workers a fair wage and a fair benefit (see Section VI.G.), as evidenced by payroll and employee records.~~ A Responsible Contractor, as used in this Policy, is a contractor or subcontractor who (1) pays workers a fair wage and a fair benefit (see Section VI.G.), as evidenced by payroll and employee records and (2) is not debarred by and whose principal officer is not debarred by a municipal, state, or federal government.

**L.M. Staff** – The CalPERS Investment Office staff.

~~M.N.~~ **Sub-Delegate** – A person or entity retained by a Delegate or another Sub-Delegate (other than pursuant to an Exempt Contract) to provide services with respect to an RCP Investment. If a Sub-Delegate, in turn, subcontracts with another firm, the subcontractor would be the Sub- Delegate of the initial Sub-Delegate, and so on.

**IV. PRINCIPAL REQUIREMENTS OF THE RESPONSIBLE CONTRACTOR PROGRAM POLICY**

- A. **Duty of Loyalty** – Notwithstanding any other considerations, assets shall be managed for the exclusive benefit of CalPERS participants and –beneficiaries. CalPERS and its Managers’ duty to the participants and their beneficiaries shall take precedence over any other duty.
- B. **Prudence** – CalPERS and its Managers are charged with the fiduciary duty of exercising the care, skill, prudence, and diligence appropriate to the task.
- C. **Competitive Return** – To comply with duties of loyalty and prudence, all investments and services must be made and managed in a manner that produces a competitive risk-adjusted return.
- D. **Competitive Bidding** – Managers and Delegates shall select contractors and their subcontractors for RCP Contracts through a competitive bidding and selection process. The purpose of this provision is to encourage fair competition and to seek bids actively from all qualified sources within an area, particularly those identified as Responsible Contractors. See Section VI.F. and I. for more information on the competitive bidding requirements.
- E. **Local, State, and National Laws** – All Managers, Delegates and the contractors and subcontractors they hire, while performing services with respect to RCP Investments, shall observe all local, state, and national laws (including, by way of illustration, those pertaining to applicable licensing and permitting, insurance, withholding taxes, minimum wage, and health and occupational safety).

~~F.~~ **Delegation Requirement** – Managers must require their Delegates to comply with this Policy, and Delegates must require their Sub-Delegates to comply with this Policy. CalPERS will hold Managers responsible for Delegate noncompliance to the extent a Manager permits or causes a Delegate to violate this Policy or fails to take appropriate remedial action after learning of a violation. In a like manner, each Delegate is responsible for its Sub-Delegate’s noncompliance with this Policy to the greatest extent reasonable and prudent in light of all circumstances and factors at that time.

~~F.G.~~ **Requirement** – Managers must require their Delegates to comply with this Policy, and Delegates must require their Sub-Delegates to comply with this Policy. CalPERS will hold Managers responsible for Delegate noncompliance to the extent a Manager permits or causes a Delegate to violate this Policy or fails to take appropriate remedial action after learning

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***RESPONSIBLE CONTRACTOR PROGRAM***

***Page 10 of 43***

~~of a violation. In a like manner, each Delegate is responsible for its Sub-Delegate's noncompliance with this Policy to the greatest extent reasonable and prudent in light of all circumstances and factors at that time.~~

**V. SELECTION PREFERENCE OF A RESPONSIBLE CONTRACTOR**

If the requirements in Section IV. are satisfied, CalPERS strongly prefers Managers and Delegates to hire Responsible Contractors to provide services to RCP Investments. As to non-RCP Investments, Staff shall give a strong preference to investment managers, advisors, partners, and the equivalent that have internal responsible contractor policies that are consistent with this Policy, subject to the Fiduciary Duty Requirement.

**VI. TRANSITION, ENFORCEMENT, MONITORING, AND ADMINISTRATION**

- A. **RCP Investments** – This Policy shall only apply with respect to RCP Investments. An RCP Investment is (1) a real estate investment, or (2) an infrastructure investment to which the CalPERS infrastructure policy makes this Policy apply, in either case, including one owned by a business entity (such as a joint venture, limited liability company, or partnership), in which CalPERS owns a greater than 50% ownership interest (subject to the terms of Section III.J.) RCP Investments do not include any other types of investments, including commingled funds, opportunity funds, mezzanine debt, hybrid debt, international investments, indirect investments, specialty investments, and mortgage investments lacking equity features.

Housing Development Partnerships exempted from this Policy in the past shall remain exempt, but voluntary compliance is strongly recommended, subject to the Fiduciary Requirement, and bearing in mind that Responsible Contractor status is determined based on local market factors that include the nature of the project (e.g., residential or commercial) among other factors. Hence, for example, a contractor doing work on a single family housing project might still be a Responsible Contractor even though it pays lower wages than a Responsible Contractor in the area pays for commercial office building construction, if that is consistent with locally prevailing labor practices.

The practicality, schedule, and method of extending this Policy in the future beyond RCP Investments depends on factors that include the structure of the investment and the degree of control CalPERS can exercise.

When the Policy is not applicable by its terms, investment advisors, general partners, and other similar entities managing CalPERS real estate or infrastructure investments (including commingled funds and indirect investments) are encouraged to make a good faith effort to comply with the spirit of the policy, consistent with the Fiduciary Duty Requirement. Good faith efforts may include, but are not limited to, encouraging the use of and advocating for Responsible Contractors, supplying timely information on bidding opportunities to interested Responsible Contractors, and facilitating meetings with organized labor.

- B. **Notification** – CalPERS shall provide a copy of this Policy to all current and prospective Managers of RCP Investments.
- C. **Solicitation Documents** – Except for Exempt Contracts, all requests for proposal and invitations to bid relating to RCP Investments (including both those CalPERS issues for Managers and those Managers or Delegates issue for Delegates and Sub-Delegates, respectively) shall both describe the terms of this Policy (or include a copy of it) and include a copy of the Responsible Contractor Self-Certification Form (Appendix 1). Responses by bidders shall include information to assist CalPERS, the Manager, or Delegate (whichever is applicable) in evaluating a bid. CalPERS reserves the right to disclose the contents of the Self-Certification Form at its discretion or the discretion of the applicable Manager or Delegate. Disclosure also may be required by applicable law.
- D. **Contracts and Renewals** – Except for Exempt Contracts, all contracts that retain Managers, Delegates, and Sub-Delegates with respect to RCP Investments shall require compliance with this Policy. CalPERS will take compliance with this Policy into account in considering Manager contract renewals. The Staff will report non-compliance to the Board on a timely basis or at a minimum annually. Unless a Manager agrees to be bound by this Policy restatement, a contract entered into before the date this Policy restatement was adopted shall remain subject to the terms of the Policy in effect when the contract was entered into. The preceding sentence will apply to renewals pursuant to the contract's renewal provisions, but it will cease to apply if the contract is otherwise extended.
- E. **Responsibilities** – The responsibilities of the Staff, Managers, and Delegates, and the role of unions under this Policy are as follows:
1. Staff responsibilities. The Staff shall have the following responsibilities:
    - a. Reviewing Managers' annual reports regarding compliance with the Policy.
    - b. Developing and maintaining Manager contact information and making it available to inquiring parties.
    - c. Developing and maintaining procedures sufficient to implement the Policy and to monitor Managers' and Delegates' compliance with the Policy.
    - d. Reporting periodically to the Investment Committee on Managers' and Delegates' compliance with the Policy, making recommendations for, or taking, corrective or

**RESPONSIBLE CONTRACTOR PROGRAM****Page 13 of 43**

enforcement action as necessary, and describing any enforcement actions it has taken.

2. Manager responsibilities. Managers shall have the following responsibilities, the performance of which (but not the responsibility for which) they may delegate to, e.g., Property Managers:
  - a. Communicating this Policy, and any written policy or procedures of the Manager relating to this Policy, to all of its Delegates.
  - b. Maintaining written policies and procedures, including competitive bidding, and providing periodic employee training for implementing and complying with this Policy.
  - c. Reviewing a list prepared by each Delegate of current and pending RCP Contracts.
  - d. Maintaining a simplified bid summary for each RCP Contract. The summary shall identify the contract, number of bids submitted, the successful bidder, and its Responsible Contractor status.
  - e. Monitoring and enforcing its and its Delegates' compliance with this Policy, including undertaking appropriate steps to correct or deal with violations, and to cause each Delegate to do the same with respect to its Sub-Delegates (see Section VI.H.)
  - f. The Manager shall annually provide to Staff the Manager's Certificate of Compliance and Annual Report on Manager's Responsibilities in the form attached to this Policy as Appendix 3.
  - g. The Manager shall notify (or cause a Delegate to notify) a national contact at trade/service unions (see Section VI E.4.b.) if the Manager is expanding RCP Investments into new areas so that trade/service unions can provide the Manager contact information of local trade councils and union halls in the market where expansion is occurring.
  - h. Any other responsibilities this Policy assigns to Managers.
3. Delegate responsibilities. Delegates (or Managers, to the extent they undertake these functions) shall have the following responsibilities:

**RESPONSIBLE CONTRACTOR PROGRAM****Page 14 of 43**

- a. Communicating this Policy in RCP Contract bid documents.
  - b. Communicating about the Policy to any interested party.
  - c. Ensuring there is a competitive bidding process for RCP Contracts, inclusive of potentially eligible Responsible Contractors.
  - d. Requiring that bidders for RCP Contracts provide the Delegate a Responsible Contractor self-certification on a form approved by CalPERS.
  - e. Preparing and sending to Managers a listing of current and pending RCP Contracts for each RCP Investments with which the Delegate is involved. The building trades and service trades and other potential bidders will have access to this list.
  - f. Providing Managers with a simplified bid summary for each RCP Contract.
  - g. Providing property level annual report information to Managers.
  - h. Maintaining documentation for successful bidders on RCP Contracts.
  - i. Seeking from trade unions/service unions input in the development of Responsible Contractor lists.
  - j. Maintaining a list of any interested Responsible Contractors and local trade councils and union halls in all markets in which the Policy is applicable. (Names, addresses and telephone numbers.)
  - k. Any other responsibilities this Policy assigns to Delegates.
4. Union tasks. Trade unions/service unions are expected to undertake the following tasks:
- a. Delivering to Managers and Delegates lists of names and telephone numbers of Responsible Contractors.
  - b. Providing a national contact person/address/e-mail address where current information and notifications of expansions into new areas can be sent.

**RESPONSIBLE CONTRACTOR PROGRAM**

Page 15 of 43

- c. Providing contact information (address, e-mail address, phone number and contact person) of local trade councils and union halls in all markets in which this Policy is applicable to the Manager or Delegate.
  - d. Referring interested and qualified Responsible Contractors to the Manager.
  - e. Monitoring the local labor markets continually to update the lists.
  - f. Providing technical input as appropriate.
- F. **Outreach** – Managers must use reasonable methods to timely notify potential contractors of bidding opportunities for RCP Contracts. Managers and Delegates shall provide RCP Contract solicitation documents to any potential contractor who, has in writing, expressed an interest in bidding for the contract. CalPERS supports and encourages participation by and equal consideration to all firms that meet the selection criteria for contractors and service providers, including service-disabled veteran owned businesses (SDVOB), minority owned firms, and firms owned by women.
- G. **Fair Wage, Fair Benefits, and Training** – The Policy avoids a narrow definition of “fair wage”, “fair benefits”, and “training” that might not be practical in all markets. Furthermore, the Policy does not require a “prevailing wage”, as defined by government surveys. Instead, the Policy looks to local practices concerning type of trade and type of project. The Policy recognizes that practices and labor market conditions vary across the country and that flexibility in its implementation is very important.

The definition of fair benefits generally includes, but is not limited to, employer-paid family health care coverage, pension benefits, and apprenticeship programs. What constitutes a fair wage and a fair benefit depends on the wages and benefits paid on comparable real estate or infrastructure projects. Fair wages and fair benefits are based upon local market factors, that include the nature of the project (e.g., residential or commercial and public or private), comparable job or trade classifications, and the scope and complexity of services provided.

In determining fair wages and fair benefits concerning a specific contract in a specific market, items that may be considered include local wage practices, state laws, prevailing wages, labor market conditions, and other items.

In place of a prevailing wage standard, the Policy requires a broad outreach and competitive bidding program, as described in Sections IV.D. and VI. This program is premised upon the availability of a list of Responsible Contractors in every market in which CalPERS directly owns a property. While Managers and Delegates are responsible for gathering and analyzing

***RESPONSIBLE CONTRACTOR PROGRAM***

***Page 16 of 43***

information relevant in identifying and hiring a Responsible Contractor, compilation of this list does not depend solely on them.

**RESPONSIBLE CONTRACTOR PROGRAM****Page 17 of 43**

Instead, this Policy invites the various local trades to suggest contractors, which in their view, qualify as Responsible Contractors. Sources of information include local building and service trade councils, builders associations, and governments.

- H. **Annual Review and Data Forms** – Managers must file a Responsible Contractor annual report with CalPERS. Managers shall present summary data in a format described and approved by CalPERS (see Appendix 3.) They shall include evidence showing that they have made good faith efforts to monitor their Delegates for compliance with this Policy and undertaken appropriate steps to correct or deal with violations, and to cause each Delegate to do the same with respect to its Sub- Delegates.

The annual review shall determine whether each Manager or Delegate conducted a good faith outreach program and a competitive bidding process that includes Responsible Contractors. A Manager or Delegate will not be faulted merely because a Responsible Contractor does not respond to the invitation to bid. For each bidder, the Manager or Delegate is obliged to gather appropriate responsible contractor information and make a judgment concerning the principal requirements described in Section IV. CalPERS shall focus on a Manager's and its Delegates' overall pattern of conduct and not any one specific incident.

- I. **Competitive Bidding** – Managers and Delegates shall create a bidding process for RCP Contracts that includes notification and invitations to bid (see Section VI.F.) distributed to a broad spectrum of potential bidders, particularly those identified as Responsible Contractors. This process may include: electronic or paper advance bid notifications; and pre-bid meetings, if appropriate under the circumstances. This obligation will be deemed satisfied if bids are solicited on a publicly accessible web site, but CalPERS encourages Managers and Delegates using this approach to include a feature in their web sites permitting potential bidders to sign up for automatic e-mail notification of projects open for bidding.

If appropriate under the circumstances, Managers and Delegates shall use a 30-day pre-bid notification procedure to maximize Responsible Contractor bidding opportunities.

Large numbers of bidders do not necessarily assure inclusion. Managers, Delegates, or Property Managers must take care in ensuring that bidders include potentially eligible Responsible Contractors. Managers, Delegates, or Property Managers may choose a reasonable number of contractors to invite to bid from the list of Responsible Contractors or other would-be bidders. Given the time and expense required to solicit and evaluate bids, it is not essential to invite all potential bidders.

**RESPONSIBLE CONTRACTOR PROGRAM****Page 18 of 43**

Although the Policy does not require hiring union workers, Managers and Delegates must invite trade unions (through web site postings or other means) whose members work in the region where the work is to be performed to participate in the following:

1. Deliver to the Manager or Delegate lists of names and telephone numbers of Responsible Contractors and local trade councils and union halls in the region, including Responsible Contractors who expressed any interest in bidding.
2. Continually monitor the local markets, updating the lists.

Managers and Delegates shall maintain these lists supplied by the trade unions.

The review of the bids shall include consideration of loyalty, prudence, competitive risk-adjusted returns, and adherence to this Policy.

An extension permitted by the terms of an RCP Contract is not subject to the competitive bidding requirement this section imposes. However, a new RCP Contract with an existing contractor to replace an expiring contract is subject to this requirement unless the contractor was a Responsible Contractor under the expiring contract and will remain one under the new contract.

- J. **Neutrality** – CalPERS will itself remain neutral, and it supports Manager neutrality, in the event a labor organization lawfully attempts to organize workers providing construction, maintenance, operation or services at an RCP Investment. To remain “neutral” means not to take any action or make any statement that will directly or indirectly state or imply any support for or opposition to the selection by employees of a collective bargaining agent, or preference or opposition to any particular union as a bargaining agent. Nothing in this Policy obligates or prohibits Managers or Delegates from entering into private neutrality, labor peace or other lawful agreements with a labor organization seeking to represent or who currently represents workers at an RCP Investment.

Resolution of any inter-jurisdictional trade disputes shall be the responsibility of the unions (e.g., trades and the various state and national building trades councils.) This Policy does not call for any involvement by Managers or Delegates in inter-jurisdictional trade disputes.

Notwithstanding the foregoing, Core Real Estate Managers and their Delegates are required to remain neutral, subject to the terms and conditions set forth in [Appendix 4 and 5 Addendum A](#), and [Appendix 4 and 5](#) of this Policy with respect to agreements or amendments to agreements entered into on or after the effective date of this Policy. ~~Selected Non-Core Real Estate Managers~~

~~and Infrastructure Managers, and their respective Delegates, are subject to the terms and conditions set forth in Addendum B to this Policy.~~

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- K. **Enforcement** – This Policy is an important CalPERS policy. The Board expects the Staff to diligently monitor Managers for compliance with the Policy, just as it expects Managers to diligently monitor their Delegates and Delegates their Sub-Delegates for compliance. If the Staff determines that a Manager has materially violated the Policy, either directly or by failing to take appropriate steps to prevent or remedy material Delegate Policy violations, the Staff is to consider all reasonably available remedies and implement any appropriate ones that it determines will best address the violation in a manner that satisfies the Staff's Fiduciary Duty Requirement, or recommend that the Board take such actions. For example, to the extent that CalPERS has the right to cancel its contract with a Manager that has violated this Policy, or to the extent the Manager has the right to cancel its contract with a Delegate that has violated this Policy or require a Delegate to cancel a contract with a Sub-Delegate that has violated this Policy, Staff may cancel the CalPERS contract with the Manager or request the Manager to secure cancellation of the Delegate or Sub-Delegate contract but only if doing so would not violate the Fiduciary Duty Requirement.

Unless a Manager promptly corrects a material Policy violation, the Staff shall place the non-complying Manager on a probation watch list. If the Manager does not modify this pattern of conduct, even after discussions with the Staff, CalPERS shall consider this pattern of conduct along with other information when it reviews the Manager for possible renewal. The key indicator is a pattern of conduct that is inconsistent with the provisions of the Policy.

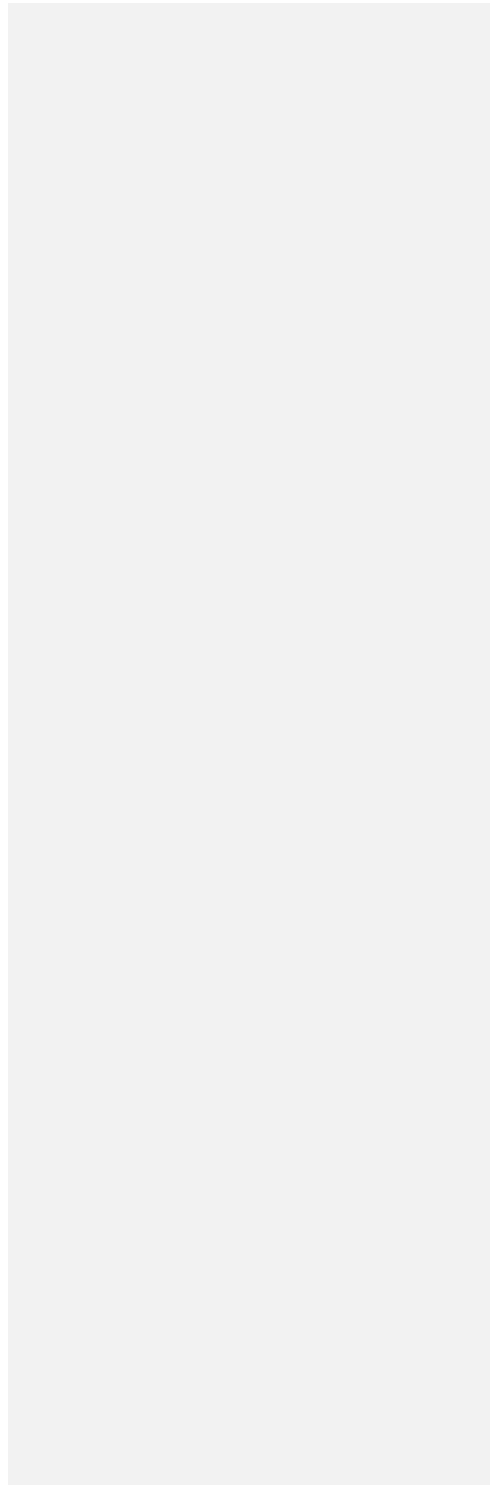
CalPERS does not require that Managers or Delegates use any particular system for compliance. However, from time to time, the Staff may disseminate information and suggestions regarding efficient ways for complying with this Policy.

- L. **Complaints** – Formal complaint(s) may be submitted to CalPERS per the attached Complaint, Investigation and Dispute Resolution Process Regarding Potential Violations of the CalPERS Responsible Contractor Program Policy (Appendix 2).

**RESPONSIBLE CONTRACTOR PROGRAM**

**Page 20 of 43**

Approved by the Policy Subcommittee	September 11, 1998
Approved by the Investment Committee	September 14, 1998
Revised by the Policy Subcommittee	September 12, 2003
Approved by the Investment Committee	October 14, 2003
Revised by the Policy Subcommittee	March 12, 2004
Approved by the Investment Committee	April 19, 2004
Revised by the Policy Subcommittee	March 11, 2005
Approved by the Investment Committee	April 18, 2005
Revised by the Policy Subcommittee	June 10, 2005
Approved by the Investment Committee	August 15, 2005
Revised by the Policy Subcommittee	March 17, 2008
Approved by the Investment Committee	April 21, 2008
Approved by the Investment Committee	February 13, 2012
Approved by the Investment Committee	March 16, 2015
Effective	July 1, 2015
<a href="#">Approved by the Investment Committee</a>	<a href="#">June 10, 2024</a>
<a href="#">Effective</a>	<a href="#">July 1, 2024</a>



**ADDENDUM A****NEUTRALITY REQUIREMENT FOR CORE REAL ESTATE MANAGERS**

1. To whom the neutrality requirement applies. Notwithstanding the provisions of Section VI. J. of this Policy, neutrality is required as to employees of an employer subject to the RCP who provide maintenance, operation, or other property- related services (e.g., food services) at an RCP Investment managed by a Core Real Estate Manager, pursuant to an RCP Contract that is not an Exempt Contract. Neutrality is not required as to employees providing professional services (e.g., accounting or property management services) or construction services.

For example, if a Core Real Estate Manager's own employees provide maintenance services at an RCP Investment, the Manager would have to remain neutral if they attempt to organize.

Core Real Estate Managers shall secure compliance with the neutrality requirement by including the Model Delegate/Sub-Delegate Contract Rider attached hereto as Appendix 4 in their contracts with their Delegates and Sub-Delegates. Managers may add other provisions or make minor changes to the rider, in either case if they are not materially inconsistent with it. Neutrality exceptions or limitations may not be added to the rider.

2. When applied. A Core Real Estate Manager, and its Delegate, or Sub-Delegate, shall remain neutral at all times while it is subject to the neutrality requirement. However, prior to the commencement of any organizing efforts, a minor, unintentional violation of the neutrality requirement will not violate the RCP.
3. Notification of neutrality. A Core Real Estate Manager, its Delegate, or Sub-Delegate, shall notify employees with respect to whom the RCP requires it to remain neutral that it has agreed to be neutral, by providing the following notice to such employees in writing in any reasonable manner: "As required by our contract to provide [type of service] at [name of building], [name of contractor] has agreed to remain neutral if our employees who provide such services choose to join or form a union. This means that [name of contractor] will not do or say anything that either supports or opposes employee selection of a union."

**ADDENDUM A  
PAGE 2 of 3**

4. Neutrality requirement exceptions.
- a. If at the time a contract is entered into, a Core Real Estate Manager, based on reasonable evidence, believes that requiring neutrality would materially adversely affect an RCP Investment (e.g., that its financial performance would suffer by more than the lesser of \$50,000 or a 10% increase in contract cost), the neutrality requirement shall not apply. An exception normally may be granted only after competitive bidding has failed to result in an acceptable bid because of the neutrality requirement. However, if it is virtually certain that competitive bidding would not produce an acceptable bid if neutrality were required, an exception may be granted without competitive bidding, e.g., when only one contractor could do the work because of proprietary software or equipment, and that contractor would not agree to neutrality. If a contract has been entered into requiring neutrality, but the Manager, based on reasonable evidence, believes that requirement should be waived for the reasons set forth in the preceding sentences, it may grant a neutrality exception.
  - b. Within 30 days after granting a neutrality exception, the Manager shall send a written report to Staff explaining its decision. The form attached as Appendix 5 to this document shall be used for making such reports. Staff may revise this form as Staff deems appropriate. Staff shall prepare an analogous report for exceptions it grants. Subject to reasonable limitations established by Staff, copies of exception reports will be sent by e-mail to labor representatives and Managers that have asked to be included in an exception report e-mail group.
  - c. If Staff, based on the information it obtains in these exception reports or otherwise, determines that a Manager has a practice of granting neutrality exceptions improperly (i.e., in a manner not permitted by the first paragraph of this section), it shall cancel the Manager's right to grant neutrality exceptions in the future. Thereafter, the Manager must request exceptions from the Staff, which shall be deemed granted unless rejected in writing by the Staff within two business days after receipt.
  - d. Staff shall review neutrality exceptions for appropriateness, with the assistance of experts and consultants if Staff determines that would be helpful. Staff shall report on neutrality exceptions in its RCP Policy Annual Report or more frequently as the Investment Committee requests.

**ADDENDUM A  
PAGE 3 of 3**

5. Monitoring and enforcement. Each Core Real Estate Manager subject to the neutrality requirement shall make commercially reasonable, good faith efforts to prevent its Delegates and Sub-Delegates from violating the neutrality requirement, to remedy neutrality violations when possible, and to warn or discipline its Delegates and Sub-Delegates for neutrality violations as appropriate. These efforts may involve communicating with affected labor unions or seeking their participation in remedial efforts.
6. Unforeseen issues. If unforeseen issues arise in the implementation, administration, or evaluation of the neutrality requirement, the Investment Committee shall have the power to take any actions it determines to be appropriate to deal with or resolve those issues. If there is insufficient time to secure such Investment Committee action, Staff shall have the power to take any actions it determines to be appropriate to deal with or resolve unforeseen issues. Staff shall promptly report any such actions it takes to the Investment Committee.

**Appendix 1**

**CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM  
CERTIFICATION OF RESPONSIBLE CONTRACTOR STATUS**

**Introduction**

The California Public Employees' Retirement System ("CalPERS") has a deep interest in the condition of workers employed by CalPERS and its Managers and Delegates. CalPERS, through the Statement of Investment Policy for the Responsible Contractor Program ("Responsible Contractor Program Policy"), supports and encourages fair wages and fair benefits for workers employed by its contractors and subcontractors, subject to fiduciary principles concerning duties of loyalty and prudence, both of which further require competitive returns on CalPERS real estate and infrastructure investments.

**A. GENERAL INFORMATION**

Company Name	
Address	
City	
Telephone Number	Email
Contractor's License #	Contractor License Expiration Date

**Please complete the following questions about your firm and the marketplace in which you operate. Refer to definitions on page 4 of this Appendix.**

**B. WAGES**

1. Considering the wages paid by your competitors in this market, the nature of this project, and the size and scope of this contract, do you believe that your firm will pay local market wages to workers on this job? (Additional information may be provided below)

YES       NO

**C. BENEFITS**

1. For the workers on this job, will your firm provide access to health insurance? (Additional information such as percent of employees covered, employer contribution, individual or family coverage may be provided below)

YES       NO

**RESPONSIBLE CONTRACTOR PROGRAM**

**Page 26 of 43**

**APPENDIX 1  
PAGE 2 OF 4**

**C. BENEFITS (CONTINUED)**

<p>2. For the workers on this job, will your firm provide access to a pension, 401(k), or a similar retirement savings or deferred compensation program? (Additional information such as type of plan, the percentage of workers covered, and employer contribution may be provided below)</p> <p><input type="checkbox"/> YES      <input type="checkbox"/> NO</p>
<p>3. For workers on this job, will your firm provide access to apprenticeship programs for skilled trades? (Additional information may be provided below)</p> <p><input type="checkbox"/> YES      <input type="checkbox"/> NO</p>
<p>4. Are there any other benefits that you will provide to the workers on this job such as paid vacation, sick leave, dental/vision/life, etc.? (Additional information such as types of benefits, percentage employer contribution, who is covered, and percentage of employees covered may be provided below)</p> <p><input type="checkbox"/> YES      <input type="checkbox"/> NO</p>
<p>5. Considering your answers above, the benefits your competitors in this market provide to their employees, the size and scope of this contract, and the nature of this project, do you believe your firm will provide benefits consistent with local market practices to the workers on this job? (Additional information may be provided below)</p> <p><input type="checkbox"/> YES      <input type="checkbox"/> NO</p>

**You may attach additional page(s) as necessary to provide complete documentation of responses.**



**RESPONSIBLE CONTRACTOR PROGRAM**

**Page 28 of 43**

**APPENDIX 1  
PAGE 4 OF 4**

**E. DEFINITIONS**

**Responsible Contractor:** ~~A Responsible Contractor, as used in this Policy, is a contractor or subcontractor who (1) pays workers a fair wage and a fair benefit (see Section VI.G.), as evidenced by payroll and employee records and (2) is not debarred by and whose principal officer is not debarred by a municipal, state, or federal government. A business that pays workers a fair wage and a fair benefit as evidenced by payroll and employee records. The definition of fair benefits includes, but is not limited to, employer-paid family health care coverage, pension benefits, and apprenticeship programs.~~

**Fair Wage, Fair Benefits, and Training:** The Policy avoids a narrow definition of "fair wage", "fair benefits", and "training" that might not be practical in all markets. Furthermore, the Policy does not require a "prevailing wage", as defined by government surveys. Instead, the Policy looks to local practices concerning type of trade and type of project. The Policy recognizes that practices and labor market conditions vary across the country and that flexibility in its implementation is very important.

The definition of fair benefits generally includes, but is not limited to, employer-paid family health care coverage, pension benefits, and apprenticeship programs. What constitutes a fair wage and a fair benefit depends on the wages and benefits paid on comparable real estate or infrastructure projects. Fair wages and fair benefits are based upon local market factors, that include the nature of the project (e.g., residential or commercial and public or private), comparable job or trade classifications, and the scope and complexity of services provided.

In determining fair wages and fair benefits concerning a specific contract in a specific market, items that may be considered include local wage practices, state laws, prevailing wages, labor market conditions, and other items.

In place of a prevailing wage standard, the Policy requires a broad outreach and competitive bidding program, as described in Sections IV.D. and VI of the Policy. This program is premised upon the availability of a list of Responsible Contractors in every market in which CalPERS directly owns a property. While Managers and Delegates are responsible for gathering and analyzing information relevant in identifying and hiring a Responsible Contractor, compilation of this list does not depend solely on them. Instead, this Policy invites the various local trades to suggest contractors, which in their view, qualify as Responsible Contractors. Sources of information include local building and service trade councils, builders associations, and governments.

**See Policy for complete requirements of the Responsible Contractor Program Policy.**

## Appendix 2

### Complaint, Investigation and Dispute Resolution Process Regarding Potential Violations of the CalPERS Responsible Contractor Program Policy

All complaints must be in writing and sent to CalPERS at the following address:

California Public Employees' Retirement System  
Investment Office, Real ~~Assets/Estate Unit~~  
400 Q Street, Suite E4800  
Sacramento, California 95814  
Attention: [Investments Responsible Contractor  
Program Senior Investment Officer, Real Estate Tel:](#)  
[Email to:](#)  
[inv\\_responsible\\_contractor\\_program@calpers.ca.gov](mailto:inv_responsible_contractor_program@calpers.ca.gov)  
[916-795-3400](tel:916-795-3400)  
[Fax: 916-795-3965](tel:916-795-3965)

The following outlines the complaint, investigation, and resolution process:

**Step 1** - The complaining party contacts CalPERS Staff in writing, stating the complaint. The written complaint must document the specific allegation(s), the specific provision(s) in the RCP that is alleged to be violated, the property address, date, and parties involved. Please include any other information that may be pertinent to the matter.

**Step 2** - Staff will log the written complaint into the Responsible Contractor Complaint/Concern Log. The Complaint/Concern Log is maintained by the Staff. After the written complaint has been filed and logged into the Responsible Contractor Complaint/Concern Log, the complaining party may request in writing a copy of that contractor's completed Self-Certification Form.

**Step 3** - The Staff will contact the complaining party to gather additional information to fully understand the nature of the complaint(s). Also, upon receipt of a complaint, CalPERS may, in its discretion, disclose to the Manager or Delegate against which the complaint has been filed, the nature of the complaint, may provide a copy of the written complaint to the Manager or Delegate in question and may disclose the Delegate's Self-Certification Form to the complaining party.

**Step 4** - The Staff will work with the Manager that oversees the affected property (the subject of the complaint), to fully understand the matter. Such investigation may include, but not be limited to, determining whether the alleged conduct violates the RCP, reviewing payroll and employee records, Responsible Contractor certifications and the alleged violator's conduct. CalPERS will contact the complaining party before completion of the investigation process to make sure it fully understands the complaint and charges and to attempt to clear up any factual disputes.

**Step 5** - Upon completion of the investigation, the Staff will issue a decision on the matter. If a violation of the RCP is deemed to have occurred, that finding will be communicated to the parties involved.

**Step 6** - If the Staff deems it necessary, a meeting may also be arranged with the complaining party to address any other outstanding concerns or to better inform the complaining party on how it can be more pro-active in increasing Responsible Contractor bidding on CalPERS related contracts. Appropriate parties involved in the matter will be invited to attend the meeting, including: CalPERS real estate staff, CalPERS legal staff, the affected Manager and the complaining party.

**Appendix 3**

**Manager's Certificate of Compliance and Annual Report  
on Manager's Responsibilities**

**GENERAL INFORMATION**

Company Name	
Address	
City	
Telephone Number (    )	Email Address

**A. MANAGER'S CERTIFICATION OF COMPLIANCE WITH RESPONSIBLE CONTRACTOR POLICY**

On behalf of the above-named company, I certify that for the fiscal year ending June 30, 20\_\_\_\_, \_\_\_\_\_  
(Manager's Name) and its Delegates and their Sub-Delegates (as defined in the Responsible Contractor Program Policy)  
have complied, to the best of my knowledge, with the Responsible Contractor Policy and the neutrality requirements as  
outlined in:

- Addendum A
- Addendum ~~A does not~~  
apply~~B~~
- ~~Neither Addendum A nor Addendum B applies~~

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Signature \_\_\_\_\_ Date \_\_\_\_\_

Name (please print) \_\_\_\_\_ Title \_\_\_\_\_

**B. MANAGER'S ANNUAL REPORTING ON ADMINISTRATION OF RESPONSIBLE CONTRACTOR POLICY**

Please provide the information requested by CalPERS on the Annual Report and Manager Responsibilities Report forms  
found at the following Internet sites:

Annual Report: <http://www.calpers.ca.gov/docs/annual-report-template.xls>

Manager Responsibilities Report: <http://www.calpers.ca.gov/docs/manager-responsibilities-questionnaire.docx>

**Appendix 4**

**Model Delegate/Sub-Delegate  
Contract Rider  
Agreeing to be Bound by Neutrality Requirement**

**RIDER # \_\_\_\_\_  
TO CONTRACT DATED \_\_\_\_\_  
BETWEEN \_\_\_\_\_ AND \_\_\_\_\_  
(CONTRACTOR)  
REQUIRING LABOR NEUTRALITY**

Services under the contract identified above (Contract) will be provided with respect to real estate beneficially owned by the California Public Employees' Retirement System (CalPERS). CalPERS has established a Neutrality Requirement in connection with its Responsible Contractor Policy, requiring employer neutrality as to union or employee organizing efforts. By signing below, Contractor will be agreeing to be bound by the Neutrality Requirement. The provisions of the Neutrality Requirement that apply to Contractor are as follows:

**1. Obligation to Remain Neutral**

If a labor organization lawfully attempts to organize Contractor's or its subcontractor's employees providing maintenance, operation, or property-related services at CalPERS-owned real estate listed below (Responsible Contractor Program, or "RCP," Investments), or if such employees themselves attempt to organize, [Name of entity retaining Contractor] and all parties to any such subcontract shall remain "neutral," as explained in the next paragraph. Neutrality only is required as to employees who service an RCP Investment.

To remain "neutral" means not to take any action or make any statement that will directly or indirectly state or imply any support for or opposition to the selection by employees of a collective bargaining agent, or preference or opposition to any particular union as a bargaining agent. Nothing in this rider obligates Contractor to or prohibits Contractor from entering into private neutrality, labor peace or other lawful agreements with a labor organization seeking to represent or who currently represents workers at an RCP Investment.

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**APPENDIX 4  
PAGE 2 of 2**

Contractor shall notify employees with respect to whom it is to remain neutral that it has agreed to be neutral by providing the following notice to such employees in writing in any reasonable manner: "As required by our contract to provide [type of service] at [name of building], [name of contractor] has agreed to remain neutral if our employees who provide such services choose to join or form a union. This means that [name of contractor] will not do or say anything that either supports or opposes employee selection of a union."

Resolution of any inter-jurisdictional trade disputes shall be the responsibility of the unions (e.g., trades and the various state and national building trades councils). Subcontractor is not required to become involved in inter-jurisdictional trade disputes.

**2. Obligation to Require Subcontractors to Agree to Similar Rider**

If Contractor subcontracts any part of the Contract after signing this Rider, the subcontractor must agree to a rider similar to this one if the subcontract is worth at least \$100,000. Contact [name of Manager representative] at \_\_\_ for assistance in preparing an appropriate rider. If Contractor has already subcontracted part of this Contract and the subcontract is worth at least \$100,000, Subcontractor must promptly encourage its existing subcontractors to agree to such a rider. Contact [name of Manager representative] at \_\_\_ if Contractor believes that insisting on such a rider or enforcing such a rider will have adverse consequences.

**3. RCP Investments**

The RCP Investments at which Contractor will or may be performing services are:

- [Insert list]
- Any other investment [Name of entity retaining Contractor] designates in writing

**4. Obligation to Provide Information**

Contractor must provide information about the effects of requiring neutrality, as requested by [Name of entity retaining Contractor].

Agreed to this \_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

\_\_\_\_\_  
[NAME OF ENTITY RETAINING CONTRACTOR]

\_\_\_\_\_  
CONTRACTOR

**APPENDIX 5  
PAGE 1 of 1**

**Appendix 5**

**Neutrality Exception Report**

A Manager subject to the Responsible Contractor Program ("RCP")'s Neutrality Requirement must file this form with CALPERS within 30 days after it grants a neutrality exception under Section 4-a of Addendum A.

1. **Manager's Name:**
2. **Person to Contact at Manager for More Information (include contact information):**
3. **Date neutrality exception granted:**
4. **Date report filed with CalPERS:**
5. **Affected property:**
6. **Delegate/Sub-delegate granted exception:**
7. **Excepted contract (include description of covered work):**
8. **Value of excepted contract:**
9. **Reason for granting exception (include reasonable evidence showing that requiring neutrality would materially adversely affect the investment (e.g., describe how its financial performance would suffer by more than the lesser of \$50,000 or a 10% increase in contract cost)):**
10. **Additional information CalPERS should consider:**

**~~ADDENDUM B~~**

**~~NEUTRALITY TRIAL PROGRAM POLICY  
FOR NON-CORE REAL ESTATE MANAGERS AND  
INFRASTRUCTURE MANAGERS~~**

~~This Neutrality Trial Program Policy is effective July 1, 2015 and will expire on June 30, 2017.~~

**I. PURPOSE**

~~This document establishes a special Neutrality Trial Program (NTP) to determine whether it would be appropriate to modify the Responsible Contractor Program (RCP) to require certain Managers, Delegates, and Sub-Delegates to remain neutral when employees or labor organizations seek to organize employees who provide certain services to CalPERS RCP Investments. The NTP supplements but does not supersede the RCP except to the extent it provides that selected Non-Core Real Estate Managers and Infrastructure Managers, and their respective Delegates, and Sub-Delegates participating in the NTP, agree to remain neutral with respect to such organizing efforts. Thus, for example, complaints about NTP violations should be made in accordance with the RCP's complaint procedures. Capitalized terms that are not defined elsewhere in the text of this document generally are defined in the RCP and in the NTP Section IV.~~

~~Before implementing the NTP, CalPERS conducted an extensive investigation to determine whether requiring neutrality would affect investment performance, but the evidence was insufficient to make such a determination for Non-Core Real Estate Managers and Infrastructure Managers with certainty. To further enhance CalPERS knowledge and understanding of these matters, CalPERS adopted the NTP to give it an opportunity to make such a determination with respect to a significant but limited number of its RCP Investments.~~

**II. NTP TERMS****A. ~~Managers, Delegates, and Sub-Delegates Subject to the NTP~~**

~~Because existing contracts generally prevent CalPERS from unilaterally requiring existing Managers to participate in the NTP, the NTP only applies to selected Non-Core Real Estate Managers and Infrastructure Managers who: (a) voluntarily agree to participate in the NTP; and (b) execute new contracts or amendments to existing contracts with Delegates or Sub-Delegates on or after the effective date of the NTP. Such Managers shall require their Delegates and Sub-Delegates subject to a new or amended contract on or after the NTP's effective date to agree to be bound by it, subject to the exceptions set forth in the NTP or the RCP (e.g., Exempt Contracts). Subject to those exceptions, such Managers shall encourage their then-existing Delegates and Sub-Delegates as of the NTP's effective date to voluntarily agree to be bound by the NTP. Exhibit B-1 to this Policy is a rider form that subject Managers must use to secure a Delegate's or Sub-Delegate's agreement to be bound by the NTP. Managers may add other provisions or make minor changes to the rider, in either case if they are not materially inconsistent with it. Neutrality exceptions or limitations may not be added to the rider.~~

**B. ~~Neutrality~~** ~~If a labor organization lawfully attempts to organize a Manager's, Delegate's, or Sub-Delegate's employees, or if such employees themselves lawfully attempt to organize, their employer shall remain neutral, as set forth below. If that employer is a Delegate, the Manager that hired the Delegate also shall remain neutral. If that employer is a Sub-Delegate, the Delegate that hired the Sub-Delegate and the Manager that hired the Delegate also shall remain neutral.~~

~~Neutrality only is required as to employees of an employer subject to the NTP who provide maintenance, operation, or other property-related services (e.g., food services) at an RCP Investment pursuant to an RCP Contract that is not an Exempt Contract. Neutrality is not required as to employees providing professional services (e.g., accounting or property management services) or construction services.~~

~~For example, if a Manager's own employees provide maintenance services at an RCP Investment, the Manager would have to remain neutral if they attempt to organize.~~

~~A Manager, Delegate, or Sub-Delegate shall remain neutral at all times while it is subject to the neutrality requirement. However, prior to the~~

**ADDENDUM B  
PAGE 3 OF 6**

~~commencement of any organizing efforts, a minor, unintentional violation of the neutrality requirement will not violate the NTP.~~

~~To remain "neutral" means not to take any action or make any statement that will directly or indirectly state or imply any support for or opposition to the selection by employees of a collective bargaining agent, or preference or opposition to any particular union as a bargaining agent. Nothing in this policy obligates Managers or Delegates to enter, or prohibits them from entering, into private neutrality, labor peace or other lawful agreements with a labor organization representing or seeking to represent workers at a RCP Investment.~~

~~A Manager, Delegate, or Sub-Delegate shall notify employees with respect to whom the NTP requires it to remain neutral that it has agreed to be neutral, by providing the following notice to such employees in writing in any reasonable manner: "As required by our contract to provide [type of service] at [name of building], [name of contractor] has agreed to remain neutral if our employees who provide such services choose to join or form a union. This means that [name of contractor] will not do or say anything that either supports or opposes employee selection of a union."~~

~~Resolution of any inter-jurisdictional trade disputes shall be the responsibility of the unions (e.g., trades and the various state and national building trades councils). This Policy does not call for any involvement by Managers, Delegates, or Sub-Delegates in inter-jurisdictional trade disputes.~~

- ~~C. **Neutrality Requirement Exceptions**—If at the time a contract is entered into, a Manager, based on reasonable evidence, believes that requiring neutrality would materially adversely affect an RCP Investment (e.g., that its financial performance would suffer by more than the lesser of \$50,000 or a 10% increase in contract cost), the neutrality requirement shall not apply. An exception normally may be granted only after competitive bidding has failed to result in an acceptable bid because of the neutrality requirement. However, if it is virtually certain that competitive bidding would not produce an acceptable bid if neutrality were required, an exception may be granted without competitive bidding, e.g., when only one contractor could do the work because of proprietary software or equipment, and that contractor would not agree to neutrality. If a contract has been entered into requiring neutrality, but the Manager, based on reasonable evidence, believes that requirement should be waived for the reasons set forth in the preceding sentences, it may grant a neutrality exception.~~

**ADDENDUM B  
PAGE 4 OF 6**

~~Within 30 days after granting a neutrality exception, the Manager shall send a written report to Staff explaining its decision. The form attached as Exhibit B-II to this document shall be used for making such reports. Staff may revise this form as Staff deems appropriate. Staff shall prepare an analogous report for exceptions it grants. Subject to reasonable limitations established by Staff, copies of exception reports will be sent by e-mail to labor representatives and Managers that have asked to be included in an exception report e-mail group.~~

~~If Staff, based on the information it obtains in these exception reports or otherwise, determines that a Manager has a practice of granting neutrality exceptions improperly (i.e., in a manner not permitted by the first paragraph of this section), it shall cancel the Manager's right to grant neutrality exceptions in the future. Thereafter, the Manager must request exceptions from the Staff, which shall be deemed granted unless rejected in writing by the Staff within two business days after receipt.~~

~~Staff shall review neutrality exceptions for appropriateness, with the assistance of experts and consultants if Staff determines that would be helpful. Staff shall report on neutrality exceptions in its RCP Policy Annual Report or more frequently as the Investment Committee requests.~~

~~D. **Safe Harbor**— Because this is a trial program, Managers, Delegates, and Sub-Delegates will not be subject to termination for NTP violations unless they are flagrant, intentional, or repetitive. However, each Manager subject to the NTP shall make commercially reasonable, good faith efforts to prevent its Delegates and Sub-Delegates from violating the NTP, to remedy NTP violations when possible, and to warn or discipline Delegates and Sub-Delegates for NTP violations as appropriate. These efforts may involve communicating with affected labor unions or seeking their participation in remedial efforts.~~

~~E. **Monitoring and Enforcing the NTP, and Reporting Results**— Managers and their Delegates and Sub-Delegates subject to the NTP shall file written reports on NTP compliance and consequences on a form provided by Staff and at the time it prescribes, e.g., every six months. Among other things, this report shall require information as to (1) organizing efforts at RCP Investments, (2) how, if any, the NTP has affected investment performance of individual RCP Investments, (3) whether Delegates or Sub-Delegates who have agreed to neutrality have abandoned or threatened to abandon contracts when organizing efforts commenced or appeared imminent, and (4) suggestions for making the neutrality requirement more appropriate or effective.~~

**ADDENDUM B  
PAGE 5 OF 6**

~~Approximately every six months, Staff will schedule meetings with Managers subject to the NTP and representatives of interested labor organizations to discuss NTP compliance and consequences. If significant NTP issues arise, Staff will notify the Board's Investment Committee and present recommendations for addressing those issues. The Staff will report on NTP compliance and consequences in the RCP Policy Annual Report.~~

~~In advance of these semi-annual meetings, CalPERS encourages unions that have an interest in the NTP to file written reports on their experiences under the NTP, how, if at all, it has affected CalPERS investments, and suggestions for making the neutrality requirement more appropriate or effective.~~

- ~~F. **Unforeseen Issues** — If unforeseen issues arise in the implementation, administration, or evaluation of the NTP, the Investment Committee shall have the power to take any actions it determines to be appropriate to deal with or resolve those issues. If there is insufficient time to secure such Investment Committee action, Staff shall have the power to take any actions it determines to be appropriate to deal with or resolve unforeseen issues. Staff shall promptly report any such actions it takes to the Investment Committee.~~

**III. EVALUATING NTP RESULTS**

~~As to each Affected RCP Investment in isolation, its Manager shall (as part of the reporting required by NTP Section II.E.) advise CalPERS whether neutrality resulted in (a) reasonably quantifiable differences in investment return, and what they were, (b) the same, greater, or lesser labor risks, and (c) reasonably non-quantifiable investment performance impacts that in the aggregate were positive, neutral, or negative.~~

~~Within 60 days after each reporting period and at the end of the NTP trial period, Staff shall determine how, if any, the NTP's neutrality requirement affected investment performance of each Affected RCP Investment, taking an allocable portion of Incremental Costs into account, affected labor risks, or otherwise affected the investment).~~

**ADDENDUM B  
PAGE 6 OF 6**

~~At the end of the NTP trial period, Staff will report back to the Investment Committee with recommendations for going forward.~~

~~If considered for permanent inclusion, Staff shall make recommendations to the Board's Investment Committee on modifying the RCP to include the NTP as to the appropriate (but not yet determined) universe of RCP Investments, along with appropriate monitoring and enforcement mechanisms, e.g., ones that will not materially increase Incremental Cost.~~

~~If the Staff determines before the end of the NTP trial period that the NTP will be a success or failure, Staff shall notify the Investment Committee and shall recommend, in the case of NTP success, the immediate extension of a neutrality requirement to the appropriate universe of RCP Investments, with appropriate monitoring and enforcement mechanisms or, in the event of NTP failure, the immediate termination of the NTP.~~

~~Determinations of success or failure will be made in accordance with these guidelines, as reasonably interpreted and supplemented by Staff.~~

**IV. DEFINITIONS**

~~Except as indicated below, capitalized terms used in this NTP shall have the same meaning as defined in the RCP.~~

~~A. **Affected RCP Investments** — RCP Investments with RCP Contracts subject to the NTP, subject to any sensible limitations the Staff may elect to establish. Managers and labor organizations will be asked to identify the Affected RCP Investments.~~

~~B. **Incremental Cost** — This is the cost of administering the NTP. It includes all NTP administration costs (including internal and external consulting, legal, and staff costs) that would not have been incurred under the basic RCP (Incremental Cost). It does not include (a) amounts already taken into account in determining Affected RCP Investments' return on investment, (b) the cost of establishing the NTP, (c) the cost of periodic stakeholder meetings and activities conducted pursuant to NTP Section II.E., and (d) the cost of analyzing its results or reporting on them to the Board or Board committees. Incremental Cost will include NTP enforcement costs.~~

**EXHIBIT B-1  
PAGE 1 OF 2**

**EXHIBIT B-1**

**MODEL DELEGATE/SUB-DELEGATE  
CONTRACT RIDER  
AGREEING TO BE BOUND BY NTP**

**RIDER # \_\_\_\_\_  
TO CONTRACT DATED \_\_\_\_\_  
BETWEEN \_\_\_\_\_ AND \_\_\_\_\_  
\_\_\_\_\_  
(CONTRACTOR))  
REQUIRING LABOR NEUTRALITY**

~~Services under the contract identified above (Contract) will be provided with respect to real estate beneficially owned by the California Public Employees' Retirement System (CalPERS). CalPERS has established a Neutrality Trial Program (NTP) to determine the potential impact on investments of requiring employer neutrality as to union or employee organizing efforts. By signing below, Contractor will be agreeing to be bound by the NTP while it remains in effect. The provisions of the NTP that apply to Contractor are as follows:~~

**1. ~~Obligation to Remain Neutral~~**

~~If a labor organization lawfully attempts to organize Contractor's or its subcontractor's employees providing maintenance, operation, or property-related services at CalPERS-owned real estate listed below (RCP Investments), or if such employees themselves attempt to organize, [Name of entity retaining Contractor] and all parties to any such subcontract shall remain "neutral," as explained in the next paragraph. Neutrality only is required as to employees who service an RCP Investment.~~

~~To remain "neutral" means not to take any action or make any statement that will directly or indirectly state or imply any support for or opposition to the selection by employees of a collective bargaining agent, or preference or opposition to any particular union as a bargaining agent. Nothing in this rider obligates Contractor to or prohibits Contractor from entering into private neutrality, labor peace or other lawful agreements with a labor organization seeking to represent or who currently represents workers at a RCP Investment.~~

**EXHIBIT B-1  
PAGE 2 OF 2**

~~Contractor shall notify employees with respect to whom it is to remain neutral that it has agreed to be neutral by providing the following notice to such employees in writing in any reasonable manner: "As required by our contract to provide [type of service] at [name of building], [name of contractor] has agreed to remain neutral if our employees who provide such services choose to join or form a union. This means that [name of contractor] will not do or say anything that either supports or opposes employee selection of a union."~~

~~Resolution of any inter-jurisdictional trade disputes shall be the responsibility of the unions (e.g., trades and the various state and national building trades councils). Subcontractor is not required to become involved in inter-jurisdictional trade disputes.~~

**2. Obligation to Require Subcontractors to Agree to Similar Rider**

~~If Contractor subcontracts any part of the Contract after signing this Rider, the subcontractor must agree to a rider similar to this one if the subcontract is worth at least \$100,000. Contact [name of Manager representative] at \_\_\_ for assistance in preparing an appropriate rider. If Contractor has already subcontracted part of this Contract and the subcontract is worth at least \$100,000, Subcontractor must promptly encourage its existing subcontractors to agree to such a rider. Contact [name of Manager representative] at \_\_\_ if Contractor believes that insisting on such a rider or enforcing such a rider will have adverse consequences.~~

**3. RCP Investments**

The RCP Investments at which Contractor will or may be performing services are:

- ~~• [Insert list]~~
- ~~• Any other investment [Name of entity retaining Contractor] designates in writing~~

**4. Obligation to Provide Information**

~~Contractor must provide information about the effects of requiring neutrality, as requested by [Name of entity retaining Contractor].~~

~~Agreed to this \_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.~~

\_\_\_\_\_  
 [NAME OF ENTITY \_\_\_\_\_ CONTRACTOR  
 RETAINING CONTRACTOR]

EXHIBIT B-II

EXHIBIT B-II

~~CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM  
NEUTRALITY TRIAL PROGRAM~~

~~NEUTRALITY EXCEPTION REPORT~~

~~A Manager participating in the Neutrality Trial Program must file this form with CalPERS within 30 days after it grants a neutrality exception under Section B.II.C. of the Neutrality Trial Program (Addendum B).~~

- ~~1. Manager's Name:~~
- ~~2. Person to Contact at Manager for More Information (include contact information):~~
- ~~3. Date neutrality exception granted:~~
- ~~4. Date report filed with CalPERS:~~
- ~~5. Affected property:~~
- ~~6. Delegate/Sub-delegate granted exception:~~
- ~~7. Excepted contract (include description of covered work):~~
- ~~8. Value of excepted contract:~~
- ~~9. Reason for granting exception (include reasonable evidence showing that requiring neutrality would materially adversely affect the investment (e.g., describe how its financial performance would suffer by more than the lesser of \$50,000 or a 10% increase in contract cost)):~~
- ~~10. Additional information CalPERS should consider:~~

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**CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM**

**STATEMENT OF INVESTMENT POLICY  
FOR  
RESPONSIBLE CONTRACTOR PROGRAM**

**EFFECTIVE JULY 1, 2024**

**TABLE OF CONTENTS**

	<b>Page</b>
I. PURPOSE .....	4
II. INTRODUCTION .....	5
III. DEFINITIONS .....	6
A. Board .....	6
B. CalPERS.....	6
C. Delegate.....	6
D. Exempt Contract .....	6
E. Fiduciary Duty Requirement.....	6
F. Manager.....	7
G. Neutrality.....	7
H. Policy .....	7
I. Property Manager .....	7
J. RCP Contract.....	7
K. RCP Investment.....	7
L. Responsible Contractor.....	8
M. Staff.....	8
N. Sub-Delegate .....	8
IV. PRINCIPAL REQUIREMENTS OF THE RESPONSIBLE CONTRACTOR PROGRAM POLICY .....	9
A. Duty of Loyalty .....	9
B. Prudence.....	9
C. Competitive Return .....	9
D. Competitive Bidding .....	9
E. Local, State, and National Laws.....	9
F. Delegation Requirement.....	9
V. SELECTION PREFERENCE OF A RESPONSIBLE CONTRACTOR.....	10
VI. TRANSITION, ENFORCEMENT, MONITORING, AND ADMINISTRATION.....	10
A. RCP Investments .....	10
B. Notification .....	11
C. Solicitation Documents.....	11
D. Contracts and Renewals .....	11

E.	Responsibilities .....	11
1.	Staff responsibilities.....	11
2.	Manager responsibilities .....	12
3.	Delegate responsibilities.....	12
4.	Union tasks.....	13
F.	Outreach .....	14
G.	Fair Wage, Fair Benefits, and Training.....	14
H.	Annual Review and Data Forms.....	15
I.	Competitive Bidding .....	15
J.	Neutrality .....	16
K.	Enforcement.....	17
L.	Complaints .....	17
Addendum A Neutrality Requirement for Core Real Estate Managers.....		19
1.	To whom the neutrality requirement applies.....	19
2.	When applied .....	19
3.	Notification of neutrality .....	19
4.	Neutrality requirement exceptions .....	20
5.	Monitoring and enforcement.....	21
6.	Unforeseen issues.....	21
Appendix 1 California Public Employees' Retirement System - Certification of Responsible Contractor Status .....		22
Appendix 2 Complaint, Investigation and Dispute Resolution Process Regarding Potential Violations of the CalPERS Responsible Contractor Program Policy .....		26
Appendix 3 Manager's Certificate of Compliance and Annual Report on Manager's Responsibilities.....		28
Appendix 4 Model Delegate/Sub-Delegate Contract Rider Agreeing to be Bound by Neutrality Requirement .....		29
Appendix 5 Neutrality Exception Report .....		31

**CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM**

**STATEMENT OF INVESTMENT POLICY  
FOR  
RESPONSIBLE CONTRACTOR PROGRAM**

**July 1, 2024**

*This Policy is effective July 1, 2024 and supersedes all previous Responsible Contractor policies for parties subject to this Policy.*

**I. PURPOSE**

This document sets forth the investment policy ("the Policy") of the Responsible Contractor Program (the "Program" or "RCP"). The design of this Policy is intended to ensure that contractors, investors, managers, consultants, or other participants selected by the California Public Employees' Retirement System ("CalPERS") take prudent and careful action while managing the Program. Additionally, use of this Policy provides assurance that there is sufficient flexibility in controlling investment risks and returns while using contractors.

This Policy, is consistent with CalPERS Statement of Investment Beliefs, adopted October 14, 2013. CalPERS Statement of Investment Beliefs provides context for CalPERS actions, reflects CalPERS values, and acknowledges CalPERS responsibility to sustain its ability to pay benefits for generations. The Investment Beliefs can be found at <https://www.calpers.ca.gov/docs/board-agendas/201702/pension/item7-01.pdf>.

This Policy is also consistent with CalPERS' Labor Principles<sup>1</sup> adopted November 13, 2023. (<https://vxa.calpers.ca.gov/CALPERS%20LABOR%20PRINCIPLES.pdf>), reproduced below:

Freedom of association and the effective recognition of the right to collective bargaining

- Seek to support and improve the well-being of employees as part of human capital management strategy and in compliance with applicable laws.

The elimination of all forms of forced or compulsory labor

- Respect the human rights of those affected by their investment activities and seek to confirm that their investments do not flow to companies that utilize forced labor.

The effective abolition of child labor

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<sup>1</sup> See: [https://www.calpers.ca.gov/docs/board-agendas/202311/invest/item05b-02\\_a.pdf](https://www.calpers.ca.gov/docs/board-agendas/202311/invest/item05b-02_a.pdf) page # 39 of 42

- Respect the human rights of those affected by their investment activities and seek to confirm that their investments do not flow to companies that utilize child labor.

The elimination of discrimination in respect of employment and occupation

- Respect the human rights of those affected by their investment activities and seek to conform that their investments do not flow to companies that maintain discriminatory policies. Seek to improve diversity, equity, and inclusion in portfolio investments to address recruitment, retention, and compensation.

A safe and healthy working environment

- Seek to support and improve the well-being of employees as part of human capital management strategy that includes providing a safe and healthy workplace.

## **II. INTRODUCTION**

CalPERS has a deep interest in the condition of workers employed by CalPERS and its Managers and Delegates (as defined in the next section). CalPERS, through the Policy set forth in this document, supports and encourages fair wages and benefits for workers employed by its contractors and subcontractors, subject to fiduciary principles concerning duties of loyalty and prudence, both of which further require competitive returns on CalPERS real estate and infrastructure investments.

CalPERS endorses small business development, market competition, and control of operating costs. CalPERS supports many of the ideals espoused by labor unions and encourages participation by labor unions and their signatory contractors in the development and management of CalPERS real estate and infrastructure investments. CalPERS believes that an adequately compensated and trained worker delivers a higher quality product and service. Therefore, this Policy supports and encourages employer paid safety training by contractors to ensure that all employees have the skills necessary to perform assigned work safely. The Policy includes provisions for transition, monitoring, and enforcement.

### III. DEFINITIONS

Capitalized terms used in this Policy have the following meanings for purposes of this Policy:

- A. **Board** – The CalPERS Board of Administration or the committee thereof to which the Board has delegated the function in question.
- B. **CalPERS** – The California Public Employees' Retirement System.
- C. **Delegate** – A person or entity that a Manager or other Delegate retains (other than pursuant to an Exempt Contract) to provide services with respect to an RCP Investment, such as general contractors, contractors, and subcontractors. When a Delegate hires another Delegate, the latter is the former's "Sub-Delegate" (see Definition M, below). For example, the general partner of a partnership that owns an office building that is an RCP Investment normally would be the Manager. The Property Manager that the Manager hires to manage the building would be a Delegate. In turn, if that Delegate hires another firm, e.g., a janitorial services company, to provide services with respect to the property, the janitorial services company would be the Property Manager's Sub-Delegate (see definition of Sub-Delegate below). Delegates and Sub-Delegates are collectively referred to as "Delegates" in this Policy unless the context indicates otherwise. Any person or entity in such a delegation chain that performs services pursuant to an Exempt Contract would not be a Delegate or Sub-Delegate with respect to those services, nor would any person or entity it retains or subcontracts with to provide those services.
- D. **Exempt Contract** – An RCP Investment-related construction or property services contract (1) for professional services (e.g., architect, legal, or engineering services) or (2) for less than \$100,000. This threshold amount is applied both at the contract level and the subcontract level. For example, a \$1 million maintenance contract normally would not be an Exempt Contract, but a \$40,000 subcontract under it would be an Exempt Contract. Incremental contract amounts shall not be used to circumvent the threshold amount to create an Exempt Contract or subcontract under this Policy. Any contract in effect when a property first becomes an RCP Investment also shall be an Exempt Contract, but this exemption shall lapse at the end of the contract's term (including any extensions the contract permitted before the investment became an RCP Investment).
- E. **Fiduciary Duty Requirement** – The duty of the CalPERS Board, Staff, and Managers to be loyal and prudent, and achieve a competitive return, as set forth in Section IV.A.-C. To the extent a Delegate has been delegated the discretion to make business decisions affecting RCP Investments, CalPERS expects the Delegate or Sub-Delegate to make prudent business decisions.

- F. **Manager** – A person or entity that directly contracts with CalPERS to manage or otherwise control an RCP Investment, such as an investment manager or the general partner of a partnership in which CalPERS directly invests.
- G. **Neutrality** – For Core Real Estate Managers, the requirement that such Managers remain neutral, as set forth in Addendum A, and Appendix 4 and 5 of this Policy with respect to agreements or amendments to agreements entered into on or after the effective date of this Policy.
- H. **Policy** – The policy set forth in this document, as amended from time to time. Except to the extent that the Staff determines otherwise, an amendment to this Policy made after a person or entity becomes a Manager shall apply to the Manager.
- I. **Property Manager** – A person or entity that manages the day-to-day operations of a building, including such things as leasing, tenant improvements, guard, and janitorial services, or performs similar functions.
- J. **RCP Contract** – An RCP Investment-related contract (other than an Exempt Contract) for (a) building or construction-related services (including tenant improvements unless paid for by the tenant)<sup>2</sup>, and (b) property-related services (such as cleaning maintenance, security, food and beverage service, and other services provided within the property that are specific to the nature of that asset, e.g., senior living operations, hotel operations, transportation assets, hospitals, etc.).
- K. **RCP Investment** – An investment Section VI.A. designates as an RCP Investment, generally real estate, and infrastructure investments more than 50% owned by CalPERS. Determination of an RCP Investment designation only will be made when CalPERS first contracts with the person or entity who would be the Manager, or when CalPERS subsequently enters into a new contract with the person or entity. For example, if CalPERS, at the time of the first contract, will not own more than 50% of a real estate or infrastructure investment, subsequent CalPERS investments in that real estate or infrastructure investment that cause it to be more than 50% CalPERS-owned will not make it an RCP Investment, nor cause the person or entity managing it to become a Manager.

If it is intended or reasonably foreseeable that an initial investment less than 50% CalPERS-owned will grow to a greater percentage, CalPERS and Manager will determine at the inception whether designating the investment as an RCP Investment is appropriate under the circumstances. Incremental increases in percentages of CalPERS ownership shall not be used to circumvent an RCP Investment designation.

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<sup>2</sup> Contracts that are made between tenants and contractors, where the manager is not a party to those agreements, and any resulting payments made by the tenant should not be reported.

- L. **Responsible Contractor** –A Responsible Contractor, as used in this Policy, is a contractor or subcontractor who (1) pays workers a fair wage and a fair benefit (see Section VI.G.), as evidenced by payroll and employee records and (2) is not debarred by and whose principal officer is not debarred by a municipal, state, or federal government.
- M. **Staff** – The CalPERS Investment Office staff.
- N. **Sub-Delegate** – A person or entity retained by a Delegate or another Sub-Delegate (other than pursuant to an Exempt Contract) to provide services with respect to an RCP Investment. If a Sub-Delegate, in turn, subcontracts with another firm, the subcontractor would be the Sub- Delegate of the initial Sub-Delegate, and so on.

**IV. PRINCIPAL REQUIREMENTS OF THE RESPONSIBLE CONTRACTOR PROGRAM POLICY**

- A. **Duty of Loyalty** – Notwithstanding any other considerations, assets shall be managed for the exclusive benefit of CalPERS participants and –beneficiaries. CalPERS and its Managers’ duty to the participants and their beneficiaries shall take precedence over any other duty.
- B. **Prudence** – CalPERS and its Managers are charged with the fiduciary duty of exercising the care, skill, prudence, and diligence appropriate to the task.
- C. **Competitive Return** – To comply with duties of loyalty and prudence, all investments and services must be made and managed in a manner that produces a competitive risk-adjusted return.
- D. **Competitive Bidding** – Managers and Delegates shall select contractors and their subcontractors for RCP Contracts through a competitive bidding and selection process. The purpose of this provision is to encourage fair competition and to seek bids actively from all qualified sources within an area, particularly those identified as Responsible Contractors. See Section VI.F. and I. for more information on the competitive bidding requirements.
- E. **Local, State, and National Laws** – All Managers, Delegates and the contractors and subcontractors they hire, while performing services with respect to RCP Investments, shall observe all local, state, and national laws (including, by way of illustration, those pertaining to applicable licensing and permitting, insurance, withholding taxes, minimum wage, and health and occupational safety).
- F. **Delegation Requirement** – Managers must require their Delegates to comply with this Policy, and Delegates must require their Sub-Delegates to comply with this Policy. CalPERS will hold Managers responsible for Delegate noncompliance to the extent a Manager permits or causes a Delegate to violate this Policy or fails to take appropriate remedial action after learning of a violation. In a like manner, each Delegate is responsible for its Sub-Delegate’s noncompliance with this Policy to the greatest extent reasonable and prudent in light of all circumstances and factors at that time.

## **V. SELECTION PREFERENCE OF A RESPONSIBLE CONTRACTOR**

If the requirements in Section IV. are satisfied, CalPERS strongly prefers Managers and Delegates to hire Responsible Contractors to provide services to RCP Investments. As to non-RCP Investments, Staff shall give a strong preference to investment managers, advisors, partners, and the equivalent that have internal responsible contractor policies that are consistent with this Policy, subject to the Fiduciary Duty Requirement.

## **VI. TRANSITION, ENFORCEMENT, MONITORING, AND ADMINISTRATION**

- A. **RCP Investments** – This Policy shall only apply with respect to RCP Investments. An RCP Investment is (1) a real estate investment, or (2) an infrastructure investment to which the CalPERS infrastructure policy makes this Policy apply, in either case, including one owned by a business entity (such as a joint venture, limited liability company, or partnership), in which CalPERS owns a greater than 50% ownership interest (subject to the terms of Section III.J.) RCP Investments do not include any other types of investments, including commingled funds, opportunity funds, mezzanine debt, hybrid debt, international investments, indirect investments, specialty investments, and mortgage investments lacking equity features.

Housing Development Partnerships exempted from this Policy in the past shall remain exempt, but voluntary compliance is strongly recommended, subject to the Fiduciary Requirement, and bearing in mind that Responsible Contractor status is determined based on local market factors that include the nature of the project (e.g., residential or commercial) among other factors. Hence, for example, a contractor doing work on a single family housing project might still be a Responsible Contractor even though it pays lower wages than a Responsible Contractor in the area pays for commercial office building construction, if that is consistent with locally prevailing labor practices.

The practicality, schedule, and method of extending this Policy in the future beyond RCP Investments depends on factors that include the structure of the investment and the degree of control CalPERS can exercise.

When the Policy is not applicable by its terms, investment advisors, general partners, and other similar entities managing CalPERS real estate or infrastructure investments (including commingled funds and indirect investments ) are encouraged to make a good faith effort to comply with the spirit of the policy, consistent with the Fiduciary Duty Requirement. Good faith efforts may include, but are not limited to, encouraging the use of and advocating for Responsible Contractors, supplying timely information on bidding opportunities to interested Responsible Contractors, and facilitating meetings with organized labor.

- B. **Notification** – CalPERS shall provide a copy of this Policy to all current and prospective Managers of RCP Investments.
- C. **Solicitation Documents** – Except for Exempt Contracts, all requests for proposal and invitations to bid relating to RCP Investments (including both those CalPERS issues for Managers and those Managers or Delegates issue for Delegates and Sub-Delegates, respectively) shall both describe the terms of this Policy (or include a copy of it) and include a copy of the Responsible Contractor Self-Certification Form (Appendix 1). Responses by bidders shall include information to assist CalPERS, the Manager, or Delegate (whichever is applicable) in evaluating a bid. CalPERS reserves the right to disclose the contents of the Self-Certification Form at its discretion or the discretion of the applicable Manager or Delegate. Disclosure also may be required by applicable law.
- D. **Contracts and Renewals** – Except for Exempt Contracts, all contracts that retain Managers, Delegates, and Sub-Delegates with respect to RCP Investments shall require compliance with this Policy. CalPERS will take compliance with this Policy into account in considering Manager contract renewals. The Staff will report non-compliance to the Board on a timely basis or at a minimum annually. Unless a Manager agrees to be bound by this Policy restatement, a contract entered into before the date this Policy restatement was adopted shall remain subject to the terms of the Policy in effect when the contract was entered into. The preceding sentence will apply to renewals pursuant to the contract’s renewal provisions, but it will cease to apply if the contract is otherwise extended.
- E. **Responsibilities** – The responsibilities of the Staff, Managers, and Delegates, and the role of unions under this Policy are as follows:
1. Staff responsibilities. The Staff shall have the following responsibilities:
    - a. Reviewing Managers’ annual reports regarding compliance with the Policy.
    - b. Developing and maintaining Manager contact information and making it available to inquiring parties.
    - c. Developing and maintaining procedures sufficient to implement the Policy and to monitor Managers’ and Delegates’ compliance with the Policy.
    - d. Reporting periodically to the Investment Committee on Managers’ and Delegates’ compliance with the Policy, making recommendations for, or taking, corrective or

enforcement action as necessary, and describing any enforcement actions it has taken.

2. Manager responsibilities. Managers shall have the following responsibilities, the performance of which (but not the responsibility for which) they may delegate to, e.g., Property Managers:
  - a. Communicating this Policy, and any written policy or procedures of the Manager relating to this Policy, to all of its Delegates.
  - b. Maintaining written policies and procedures, including competitive bidding, and providing periodic employee training for implementing and complying with this Policy.
  - c. Reviewing a list prepared by each Delegate of current and pending RCP Contracts.
  - d. Maintaining a simplified bid summary for each RCP Contract. The summary shall identify the contract, number of bids submitted, the successful bidder, and its Responsible Contractor status.
  - e. Monitoring and enforcing its and its Delegates' compliance with this Policy, including undertaking appropriate steps to correct or deal with violations, and to cause each Delegate to do the same with respect to its Sub-Delegates (see Section VI.H.)
  - f. The Manager shall annually provide to Staff the Manager's Certificate of Compliance and Annual Report on Manager's Responsibilities in the form attached to this Policy as Appendix 3.
  - g. The Manager shall notify (or cause a Delegate to notify) a national contact at trade/service unions (see Section VI E.4.b.) if the Manager is expanding RCP Investments into new areas so that trade/service unions can provide the Manager contact information of local trade councils and union halls in the market where expansion is occurring.
  - h. Any other responsibilities this Policy assigns to Managers.
3. Delegate responsibilities. Delegates (or Managers, to the extent they undertake these functions) shall have the following responsibilities:

- a. Communicating this Policy in RCP Contract bid documents.
  - b. Communicating about the Policy to any interested party.
  - c. Ensuring there is a competitive bidding process for RCP Contracts, inclusive of potentially eligible Responsible Contractors.
  - d. Requiring that bidders for RCP Contracts provide the Delegate a Responsible Contractor self-certification on a form approved by CalPERS.
  - e. Preparing and sending to Managers a listing of current and pending RCP Contracts for each RCP Investments with which the Delegate is involved. The building trades and service trades and other potential bidders will have access to this list.
  - f. Providing Managers with a simplified bid summary for each RCP Contract.
  - g. Providing property level annual report information to Managers.
  - h. Maintaining documentation for successful bidders on RCP Contracts.
  - i. Seeking from trade unions/service unions input in the development of Responsible Contractor lists.
  - j. Maintaining a list of any interested Responsible Contractors and local trade councils and union halls in all markets in which the Policy is applicable. (Names, addresses and telephone numbers.)
  - k. Any other responsibilities this Policy assigns to Delegates.
4. Union tasks. Trade unions/service unions are expected to undertake the following tasks:
- a. Delivering to Managers and Delegates lists of names and telephone numbers of Responsible Contractors.
  - b. Providing a national contact person/address/e-mail address where current information and notifications of expansions into new areas can be sent.

- c. Providing contact information (address, e-mail address, phone number and contact person) of local trade councils and union halls in all markets in which this Policy is applicable to the Manager or Delegate.
  - d. Referring interested and qualified Responsible Contractors to the Manager.
  - e. Monitoring the local labor markets continually to update the lists.
  - f. Providing technical input as appropriate.
- F. **Outreach** – Managers must use reasonable methods to timely notify potential contractors of bidding opportunities for RCP Contracts. Managers and Delegates shall provide RCP Contract solicitation documents to any potential contractor who, has in writing, expressed an interest in bidding for the contract. CalPERS supports and encourages participation by and equal consideration to all firms that meet the selection criteria for contractors and service providers, including service-disabled veteran owned businesses (SDVOB), minority owned firms, and firms owned by women.
- G. **Fair Wage, Fair Benefits, and Training** – The Policy avoids a narrow definition of “fair wage”, “fair benefits”, and “training” that might not be practical in all markets. Furthermore, the Policy does not require a “prevailing wage”, as defined by government surveys. Instead, the Policy looks to local practices concerning type of trade and type of project. The Policy recognizes that practices and labor market conditions vary across the country and that flexibility in its implementation is very important.

The definition of fair benefits generally includes, but is not limited to, employer-paid family health care coverage, pension benefits, and apprenticeship programs. What constitutes a fair wage and a fair benefit depends on the wages and benefits paid on comparable real estate or infrastructure projects. Fair wages and fair benefits are based upon local market factors, that include the nature of the project (e.g., residential or commercial and public or private), comparable job or trade classifications, and the scope and complexity of services provided.

In determining fair wages and fair benefits concerning a specific contract in a specific market, items that may be considered include local wage practices, state laws, prevailing wages, labor market conditions, and other items.

In place of a prevailing wage standard, the Policy requires a broad outreach and competitive bidding program, as described in Sections IV.D. and VI. This program is premised upon the availability of a list of Responsible Contractors in every market in which CalPERS directly owns a property. While Managers and Delegates are responsible for gathering and analyzing

information relevant in identifying and hiring a Responsible Contractor, compilation of this list does not depend solely on them.

Instead, this Policy invites the various local trades to suggest contractors, which in their view, qualify as Responsible Contractors. Sources of information include local building and service trade councils, builders associations, and governments.

- H. **Annual Review and Data Forms** – Managers must file a Responsible Contractor annual report with CalPERS. Managers shall present summary data in a format described and approved by CalPERS (see Appendix 3.) They shall include evidence showing that they have made good faith efforts to monitor their Delegates for compliance with this Policy and undertaken appropriate steps to correct or deal with violations, and to cause each Delegate to do the same with respect to its Sub- Delegates.

The annual review shall determine whether each Manager or Delegate conducted a good faith outreach program and a competitive bidding process that includes Responsible Contractors. A Manager or Delegate will not be faulted merely because a Responsible Contractor does not respond to the invitation to bid. For each bidder, the Manager or Delegate is obliged to gather appropriate responsible contractor information and make a judgment concerning the principal requirements described in Section IV. CalPERS shall focus on a Manager's and its Delegates' overall pattern of conduct and not any one specific incident.

- I. **Competitive Bidding** – Managers and Delegates shall create a bidding process for RCP Contracts that includes notification and invitations to bid (see Section VI.F.) distributed to a broad spectrum of potential bidders, particularly those identified as Responsible Contractors. This process may include: electronic or paper advance bid notifications; and pre-bid meetings, if appropriate under the circumstances. This obligation will be deemed satisfied if bids are solicited on a publicly accessible web site, but CalPERS encourages Managers and Delegates using this approach to include a feature in their web sites permitting potential bidders to sign up for automatic e-mail notification of projects open for bidding.

If appropriate under the circumstances, Managers and Delegates shall use a 30-day pre-bid notification procedure to maximize Responsible Contractor bidding opportunities.

Large numbers of bidders do not necessarily assure inclusion. Managers, Delegates, or Property Managers must take care in ensuring that bidders include potentially eligible Responsible Contractors. Managers, Delegates, or Property Managers may choose a reasonable number of contractors to invite to bid from the list of Responsible Contractors or other would-be

bidders. Given the time and expense required to solicit and evaluate bids, it is not essential to invite all potential bidders.

Although the Policy does not require hiring union workers, Managers and Delegates must invite trade unions (through web site postings or other means) whose members work in the region where the work is to be performed to participate in the following:

1. Deliver to the Manager or Delegate lists of names and telephone numbers of Responsible Contractors and local trade councils and union halls in the region, including Responsible Contractors who expressed any interest in bidding.
2. Continually monitor the local markets, updating the lists.

Managers and Delegates shall maintain these lists supplied by the trade unions.

The review of the bids shall include consideration of loyalty, prudence, competitive risk-adjusted returns, and adherence to this Policy.

An extension permitted by the terms of an RCP Contract is not subject to the competitive bidding requirement this section imposes. However, a new RCP Contract with an existing contractor to replace an expiring contract is subject to this requirement unless the contractor was a Responsible Contractor under the expiring contract and will remain one under the new contract.

- J. **Neutrality** – CalPERS will itself remain neutral, and it supports Manager neutrality, in the event a labor organization lawfully attempts to organize workers providing construction, maintenance, operation or services at an RCP Investment. To remain “neutral” means not to take any action or make any statement that will directly or indirectly state or imply any support for or opposition to the selection by employees of a collective bargaining agent, or preference or opposition to any particular union as a bargaining agent. Nothing in this Policy obligates or prohibits Managers or Delegates from entering into private neutrality, labor peace or other lawful agreements with a labor organization seeking to represent or who currently represents workers at an RCP Investment.

Resolution of any inter-jurisdictional trade disputes shall be the responsibility of the unions (e.g., trades and the various state and national building trades councils.) This Policy does not call for any involvement by Managers or Delegates in inter-jurisdictional trade disputes.

Notwithstanding the foregoing, Core Real Estate Managers and their Delegates are required to remain neutral, subject to the terms and conditions set forth in Addendum A, and Appendix 4 and 5 of this Policy with respect to agreements or amendments to agreements entered into on or

after the effective date of this Policy. .

- K. **Enforcement** – This Policy is an important CalPERS policy. The Board expects the Staff to diligently monitor Managers for compliance with the Policy, just as it expects Managers to diligently monitor their Delegates and Delegates their Sub-Delegates for compliance. If the Staff determines that a Manager has materially violated the Policy, either directly or by failing to take appropriate steps to prevent or remedy material Delegate Policy violations, the Staff is to consider all reasonably available remedies and implement any appropriate ones that it determines will best address the violation in a manner that satisfies the Staff's Fiduciary Duty Requirement, or recommend that the Board take such actions. For example, to the extent that CalPERS has the right to cancel its contract with a Manager that has violated this Policy, or to the extent the Manager has the right to cancel its contract with a Delegate that has violated this Policy or require a Delegate to cancel a contract with a Sub-Delegate that has violated this Policy, Staff may cancel the CalPERS contract with the Manager or request the Manager to secure cancellation of the Delegate or Sub-Delegate contract but only if doing so would not violate the Fiduciary Duty Requirement.

Unless a Manager promptly corrects a material Policy violation, the Staff shall place the non-complying Manager on a probation watch list. If the Manager does not modify this pattern of conduct, even after discussions with the Staff, CalPERS shall consider this pattern of conduct along with other information when it reviews the Manager for possible renewal. The key indicator is a pattern of conduct that is inconsistent with the provisions of the Policy.

CalPERS does not require that Managers or Delegates use any particular system for compliance. However, from time to time, the Staff may disseminate information and suggestions regarding efficient ways for complying with this Policy.

- L. **Complaints** – Formal complaint(s) may be submitted to CalPERS per the attached Complaint, Investigation and Dispute Resolution Process Regarding Potential Violations of the CalPERS Responsible Contractor Program Policy (Appendix 2).

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Approved by the Policy Subcommittee	September 11, 1998
Approved by the Investment Committee	September 14, 1998
Revised by the Policy Subcommittee	September 12, 2003
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Revised by the Policy Subcommittee	March 12, 2004
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Approved by the Investment Committee	March 16, 2015
Effective	July 1, 2015
Approved by the Investment Committee	June 10, 2024
Effective	July 1, 2024

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**ADDENDUM A****PAGE 1 of 3****ADDENDUM A****NEUTRALITY REQUIREMENT FOR CORE REAL ESTATE MANAGERS**

1. To whom the neutrality requirement applies. Notwithstanding the provisions of Section VI. J. of this Policy, neutrality is required as to employees of an employer subject to the RCP who provide maintenance, operation, or other property- related services (e.g., food services) at an RCP Investment managed by a Core Real Estate Manager, pursuant to an RCP Contract that is not an Exempt Contract. Neutrality is not required as to employees providing professional services (e.g., accounting or property management services) or construction services.

For example, if a Core Real Estate Manager's own employees provide maintenance services at an RCP Investment, the Manager would have to remain neutral if they attempt to organize.

Core Real Estate Managers shall secure compliance with the neutrality requirement by including the Model Delegate/Sub-Delegate Contract Rider attached hereto as Appendix 4 in their contracts with their Delegates and Sub-Delegates. Managers may add other provisions or make minor changes to the rider, in either case if they are not materially inconsistent with it. Neutrality exceptions or limitations may not be added to the rider.

2. When applied. A Core Real Estate Manager, and its Delegate, or Sub-Delegate, shall remain neutral at all times while it is subject to the neutrality requirement. However, prior to the commencement of any organizing efforts, a minor, unintentional violation of the neutrality requirement will not violate the RCP.
3. Notification of neutrality. A Core Real Estate Manager, its Delegate, or Sub-Delegate, shall notify employees with respect to whom the RCP requires it to remain neutral that it has agreed to be neutral, by providing the following notice to such employees in writing in any reasonable manner: "As required by our contract to provide [type of service] at [name of building], [name of contractor] has agreed to remain neutral if our employees who provide such services choose to join or form a union. This means that [name of contractor] will not do or say anything that either supports or opposes employee selection of a union."

**ADDENDUM A**  
**PAGE 2 of 3****4. Neutrality requirement exceptions.**

- a. If at the time a contract is entered into, a Core Real Estate Manager, based on reasonable evidence, believes that requiring neutrality would materially adversely affect an RCP Investment (e.g., that its financial performance would suffer by more than the lesser of \$50,000 or a 10% increase in contract cost), the neutrality requirement shall not apply. An exception normally may be granted only after competitive bidding has failed to result in an acceptable bid because of the neutrality requirement. However, if it is virtually certain that competitive bidding would not produce an acceptable bid if neutrality were required, an exception may be granted without competitive bidding, e.g., when only one contractor could do the work because of proprietary software or equipment, and that contractor would not agree to neutrality. If a contract has been entered into requiring neutrality, but the Manager, based on reasonable evidence, believes that requirement should be waived for the reasons set forth in the preceding sentences, it may grant a neutrality exception.
- b. Within 30 days after granting a neutrality exception, the Manager shall send a written report to Staff explaining its decision. The form attached as Appendix 5 to this document shall be used for making such reports. Staff may revise this form as Staff deems appropriate. Staff shall prepare an analogous report for exceptions it grants. Subject to reasonable limitations established by Staff, copies of exception reports will be sent by e-mail to labor representatives and Managers that have asked to be included in an exception report e-mail group.
- c. If Staff, based on the information it obtains in these exception reports or otherwise, determines that a Manager has a practice of granting neutrality exceptions improperly (i.e., in a manner not permitted by the first paragraph of this section), it shall cancel the Manager's right to grant neutrality exceptions in the future. Thereafter, the Manager must request exceptions from the Staff, which shall be deemed granted unless rejected in writing by the Staff within two business days after receipt.
- d. Staff shall review neutrality exceptions for appropriateness, with the assistance of experts and consultants if Staff determines that would be helpful. Staff shall report on neutrality exceptions in its RCP Policy Annual Report or more frequently as the Investment Committee requests.

**ADDENDUM A**  
**PAGE 3 of 3**

5. Monitoring and enforcement. Each Core Real Estate Manager subject to the neutrality requirement shall make commercially reasonable, good faith efforts to prevent its Delegates and Sub-Delegates from violating the neutrality requirement, to remedy neutrality violations when possible, and to warn or discipline its Delegates and Sub-Delegates for neutrality violations as appropriate. These efforts may involve communicating with affected labor unions or seeking their participation in remedial efforts.
  
6. Unforeseen issues. If unforeseen issues arise in the implementation, administration, or evaluation of the neutrality requirement, the Investment Committee shall have the power to take any actions it determines to be appropriate to deal with or resolve those issues. If there is insufficient time to secure such Investment Committee action, Staff shall have the power to take any actions it determines to be appropriate to deal with or resolve unforeseen issues. Staff shall promptly report any such actions it takes to the Investment Committee.

**Appendix 1**

**CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM  
CERTIFICATION OF RESPONSIBLE CONTRACTOR STATUS**

**Introduction**

The California Public Employees' Retirement System ("CalPERS") has a deep interest in the condition of workers employed by CalPERS and its Managers and Delegates. CalPERS, through the Statement of Investment Policy for the Responsible Contractor Program ("Responsible Contractor Program Policy"), supports and encourages fair wages and fair benefits for workers employed by its contractors and subcontractors, subject to fiduciary principles concerning duties of loyalty and prudence, both of which further require competitive returns on CalPERS real estate and infrastructure investments.

**A. GENERAL INFORMATION**

Company Name	
Address	
City	
Telephone Number	Email
Contractor's License #	Contractor License Expiration Date

**Please complete the following questions about your firm and the marketplace in which you operate. Refer to definitions on page 4 of this Appendix.**

**B. WAGES**

1. Considering the wages paid by your competitors in this market, the nature of this project, and the size and scope of this contract, do you believe that your firm will pay local market wages to workers on this job? (Additional information may be provided below)

YES       NO

**C. BENEFITS**

1. For the workers on this job, will your firm provide access to health insurance? (Additional information such as percent of employees covered, employer contribution, individual or family coverage may be provided below)

YES       NO

**C. BENEFITS (CONTINUED)**

2. For the workers on this job, will your firm provide access to a pension, 401(k), or a similar retirement savings or deferred compensation program? (Additional information such as type of plan, the percentage of workers covered, and employer contribution may be provided below)

YES       NO

3. For workers on this job, will your firm provide access to apprenticeship programs for skilled trades? (Additional information may be provided below)

YES       NO

4. Are there any other benefits that you will provide to the workers on this job such as paid vacation, sick leave, dental/vision/life, etc.? (Additional information such as types of benefits, percentage employer contribution, who is covered, and percentage of employees covered may be provided below)

YES       NO

5. Considering your answers above, the benefits your competitors in this market provide to their employees, the size and scope of this contract, and the nature of this project, do you believe your firm will provide benefits consistent with local market practices to the workers on this job? (Additional information may be provided below)

YES       NO

**You may attach additional page(s) as necessary to provide complete documentation of responses.**

**D. REGULATORY STATUS (attach additional pages if necessary)**

1. In the last 24 months, has your firm been fined, debarred, suffered an adverse judgment, incurred a penalty, been found in violation of, or had to change its employment policies because of violations of State or Federal labor laws, including but not limited to the National Labor Relations Act, Occupational Safety and Health Administration, the Civil Rights Act of 1964 (e. g., sexual harassment or discrimination violations), EPA, or Water or Air Quality Boards? If yes, please explain.

YES       NO

2. Are you aware of any pending complaints that have been filed with your firm or any agency enforcing labor or employment laws? If yes, please explain (an affirmative answer will not necessarily disqualify you from being the successful bidder, however it will be taken into account in determining Responsible Contractor status).

YES       NO

3. At any time during the last 24 months, has your firm or any of its owners or officers been convicted of a crime involving the awarding of a contract of a government construction project, or the bidding or performance of a government contract? If yes, please explain.

YES       NO

**E. RESPONSIBLE CONTRACTOR STATUS (Refer to definitions on page 4 of this Appendix)**

Please check **one** of the following boxes:

- 1.  Meets all Responsible Contractor requirements.
- 2.  Meets none of the Responsible Contractor requirements.
- 3.  Meets certain of the Responsible Contractor requirements.

If you have checked the third box above, please provide an explanation below.

**F. OWNER'S CERTIFICATION OF RESPONSIBLE CONTRACTOR STATUS**

**On behalf of the above-named company, the undersigned certifies that the information and response provided within pages 1 through 4 of this Appendix is complete and accurate as of this date, and he/she is aware that any intentionally misrepresented or falsified information may result in disqualification from future contracting opportunities.**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Name (please print)

\_\_\_\_\_  
Title

*CalPERS reserves the right to disclose the contents of the Self-Certification Form at its discretion or the discretion of the applicable Manager or Delegate. Disclosure also may be required by applicable law.*

**E. DEFINITIONS**

Responsible Contractor: A Responsible Contractor, as used in this Policy, is a contractor or subcontractor who (1) pays workers a fair wage and a fair benefit (see Section VI.G.), as evidenced by payroll and employee records and (2) is not debarred by and whose principal officer is not debarred by a municipal, state, or federal government.

Fair Wage, Fair Benefits, and Training: The Policy avoids a narrow definition of “fair wage”, “fair benefits”, and “training” that might not be practical in all markets. Furthermore, the Policy does not require a “prevailing wage”, as defined by government surveys. Instead, the Policy looks to local practices concerning type of trade and type of project. The Policy recognizes that practices and labor market conditions vary across the country and that flexibility in its implementation is very important.

The definition of fair benefits generally includes, but is not limited to, employer-paid family health care coverage, pension benefits, and apprenticeship programs. What constitutes a fair wage and a fair benefit depends on the wages and benefits paid on comparable real estate or infrastructure projects. Fair wages and fair benefits are based upon local market factors, that include the nature of the project (e.g., residential or commercial and public or private), comparable job or trade classifications, and the scope and complexity of services provided.

In determining fair wages and fair benefits concerning a specific contract in a specific market, items that may be considered include local wage practices, state laws, prevailing wages, labor market conditions, and other items.

In place of a prevailing wage standard, the Policy requires a broad outreach and competitive bidding program, as described in Sections IV.D. and VI of the Policy. This program is premised upon the availability of a list of Responsible Contractors in every market in which CalPERS directly owns a property. While Managers and Delegates are responsible for gathering and analyzing information relevant in identifying and hiring a Responsible Contractor, compilation of this list does not depend solely on them. Instead, this Policy invites the various local trades to suggest contractors, which in their view, qualify as Responsible Contractors. Sources of information include local building and service trade councils, builders associations, and governments.

**See Policy for complete requirements of the Responsible Contractor Program Policy.**

**Appendix 2**

**Complaint, Investigation and Dispute Resolution Process Regarding Potential Violations  
of the CalPERS  
Responsible Contractor Program Policy**

All complaints must be in writing and sent to CalPERS at the following address:

**California Public Employees' Retirement System  
Investment Office, Real Assets  
400 Q Street, Suite E4800  
Sacramento, California 95814  
Attention: Investments Responsible Contractor  
Program  
Email:  
@invo\_responsible\_contractor\_program@calpers.c  
a.gov**

The following outlines the complaint, investigation, and resolution process:

**Step 1** - The complaining party contacts CalPERS Staff in writing, stating the complaint. The written complaint must document the specific allegation(s), the specific provision(s) in the RCP that is alleged to be violated, the property address, date, and parties involved. Please include any other information that may be pertinent to the matter.

**Step 2** - Staff will log the written complaint into the Responsible Contractor Complaint/Concern Log. The Complaint/Concern Log is maintained by the Staff. After the written complaint has been filed and logged into the Responsible Contractor Complaint/Concern Log, the complaining party may request in writing a copy of that contractor's completed Self-Certification Form.

**Step 3** - The Staff will contact the complaining party to gather additional information to fully understand the nature of the complaint(s). Also, upon receipt of a complaint, CalPERS may, in its discretion, disclose to the Manager or Delegate against which the complaint has been filed, the nature of the complaint, may provide a copy of the written complaint to the Manager or Delegate in question and may disclose the Delegate's Self-Certification Form to the complaining party.

**APPENDIX 2**  
**PAGE 2 of 2**

**Step 4** - The Staff will work with the Manager that oversees the affected property (the subject of the complaint), to fully understand the matter. Such investigation may include, but not be limited to, determining whether the alleged conduct violates the RCP, reviewing payroll and employee records, Responsible Contractor certifications and the alleged violator's conduct. CalPERS will contact the complaining party before completion of the investigation process to make sure it fully understands the complaint and charges and to attempt to clear up any factual disputes.

**Step 5** - Upon completion of the investigation, the Staff will issue a decision on the matter. If a violation of the RCP is deemed to have occurred, that finding will be communicated to the parties involved.

**Step 6** - If the Staff deems it necessary, a meeting may also be arranged with the complaining party to address any other outstanding concerns or to better inform the complaining party on how it can be more pro-active in increasing Responsible Contractor bidding on CalPERS related contracts. Appropriate parties involved in the matter will be invited to attend the meeting, including: CalPERS real estate staff, CalPERS legal staff, the affected Manager and the complaining party.



**Appendix 4**

**Model Delegate/Sub-Delegate  
Contract Rider  
Agreeing to be Bound by Neutrality Requirement**

**RIDER # \_\_\_\_\_  
TO CONTRACT DATED \_\_\_\_\_  
BETWEEN \_\_\_\_\_ AND  
\_\_\_\_\_ (CONTRACTOR)  
REQUIRING LABOR NEUTRALITY**

Services under the contract identified above (Contract) will be provided with respect to real estate beneficially owned by the California Public Employees' Retirement System (CalPERS). CalPERS has established a Neutrality Requirement in connection with its Responsible Contractor Policy, requiring employer neutrality as to union or employee organizing efforts. By signing below, Contractor will be agreeing to be bound by the Neutrality Requirement. The provisions of the Neutrality Requirement that apply to Contractor are as follows:

**1. Obligation to Remain Neutral**

If a labor organization lawfully attempts to organize Contractor's or its subcontractor's employees providing maintenance, operation, or property-related services at CalPERS-owned real estate listed below (Responsible Contractor Program, or "RCP," Investments), or if such employees themselves attempt to organize, [Name of entity retaining Contractor] and all parties to any such subcontract shall remain "neutral," as explained in the next paragraph. Neutrality only is required as to employees who service an RCP Investment.

To remain "neutral" means not to take any action or make any statement that will directly or indirectly state or imply any support for or opposition to the selection by employees of a collective bargaining agent, or preference or opposition to any particular union as a bargaining agent. Nothing in this rider obligates Contractor to or prohibits Contractor from entering into private neutrality, labor peace or other lawful agreements with a labor organization seeking to represent or who currently represents workers at an RCP Investment.

**APPENDIX 4  
PAGE 2 of 2**

Contractor shall notify employees with respect to whom it is to remain neutral that it has agreed to be neutral by providing the following notice to such employees in writing in any reasonable manner: "As required by our contract to provide [type of service] at [name of building], [name of contractor] has agreed to remain neutral if our employees who provide such services choose to join or form a union. This means that [name of contractor] will not do or say anything that either supports or opposes employee selection of a union."

Resolution of any inter-jurisdictional trade disputes shall be the responsibility of the unions (e.g., trades and the various state and national building trades councils). Subcontractor is not required to become involved in inter-jurisdictional trade disputes.

**2. Obligation to Require Subcontractors to Agree to Similar Rider**

If Contractor subcontracts any part of the Contract after signing this Rider, the subcontractor must agree to a rider similar to this one if the subcontract is worth at least \$100,000. Contact [name of Manager representative] at \_\_\_ for assistance in preparing an appropriate rider. If Contractor has already subcontracted part of this Contract and the subcontract is worth at least \$100,000, Subcontractor must promptly encourage its existing subcontractors to agree to such a rider. Contact [name of Manager representative] at \_\_\_ if Contractor believes that insisting on such a rider or enforcing such a rider will have adverse consequences.

**3. RCP Investments**

The RCP Investments at which Contractor will or may be performing services are:

- [Insert list]
- Any other investment [Name of entity retaining Contractor] designates in writing

**4. Obligation to Provide Information**

Contractor must provide information about the effects of requiring neutrality, as requested by [Name of entity retaining Contractor].

Agreed to this \_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

\_\_\_\_\_  
[NAME OF ENTITY RETAINING CONTRACTOR]

\_\_\_\_\_  
CONTRACTOR

**Appendix 5**

**Neutrality Exception Report**

A Manager subject to the Responsible Contractor Program (“RCP”)’s Neutrality Requirement must file this form with CALPERS within 30 days after it grants a neutrality exception under Section 4a of Addendum A.

1. **Manager’s Name:**
2. **Person to Contact at Manager for More Information (include contact information):**
3. **Date neutrality exception granted:**
4. **Date report filed with CalPERS:**
5. **Affected property:**
6. **Delegate/Sub-delegate granted exception:**
7. **Excepted contract (include description of covered work):**
8. **Value of excepted contract:**
9. **Reason for granting exception (include reasonable evidence showing that requiring neutrality would materially adversely affect the investment (e.g., describe how its financial performance would suffer by more than the lesser of \$50,000 or a 10% increase in contract cost)):**
10. **Additional information CalPERS should consider:**









## MEMORANDUM

**TO:** Investment Committee, CalPERS  
**FROM:** Christy Fields, Lisa Bacon and Steve McCourt, Meketa Investment Group  
**CC:** Dan Bienvenue  
**DATE:** June 10, 2024  
**RE:** Responsible Contractor Policy Revisions Relating to Real Assets—Second Reading

Meketa Investment Group (“Meketa”) has been asked in its capacity as Board Consultant for the Infrastructure and Real Estate asset classes to provide an opinion on revisions proposed for the CalPERS Responsible Contractor Policy (“RCP”). The revisions were undertaken following direction from the Board to Staff to modernize the policy, last revised in 2015, to ensure CalPERS continues to use industry best practices around responsible contracting. The first reading was presented to the Investment Committee on March 18, 2024. This second reading is presented as Agenda Item 7e of the June 10 Investment Committee meeting.

In March, the Investment Team recommended a number of modest revisions to the RCP to maintain its relevancy and efficacy and, in conjunction with CalPERS’ Labor Principles, further CalPERS’ leadership in risk management and the stewardship of human capital. The Investment Committee provided the Team with feedback on the first reading, and the Team during March, April, and May engaged with stakeholders, peer pension plans, and with Meketa to address the feedback. The second reading of the proposed policy reflects the Team’s changes since the March proposal.

*As described herein, Meketa concurs with the policy changes proposed to date. We believe that the changes are appropriate in the context of CalPERS’ fiduciary duty, investment beliefs (#3 and #4 particularly), and governance framework. We note that the revisions from the first reading appear both responsive and thoughtful.*

*We highlight below the significant changes to RCP proposed at the first reading, and additional changes recommended for the second reading.*

### Proposed Changes in First Reading

- Explicitly links RCP to CalPERS’ Labor Principles, which effectively amplifies the impact of the policy and CalPERS’ broader work around Human Capital risks in its investments.
- Expands expectations for responsible contractors by explicitly supporting employer paid safety training for employees.
- Modifies the definition of a responsible contractor to not only include the payment of fair wages and fair benefits, but also to exclude bad actors (i.e., those debarred by any municipal, state or federal government).

- Bolsters the outreach responsibilities of responsible contractors to explicitly include and extend equal consideration to all firms that meet the selection criteria, including service-disabled veteran owned businesses, minority-owned firms and firms owned by women.

### Additional Proposed Changes in Second Reading

- Expanded the language in the Certification of Responsible Contractor Status to reference debarments when reporting regulatory status.
- Added CalPERS Labor Principles language and hyperlink to the Principles.
- Added language clarifying that commingled funds and indirect investments are encouraged to voluntarily comply with the RCP.
- Elevated Neutrality language within the policy.

### Summary Opinion

The proposed revisions are consistent with CalPERS objectives, industry best practices, and stakeholder feedback. Furthermore, the proposed revisions reflect CalPERS' real-world experience in implementing the RCP through its Real Assets portfolios, incorporating lessons learned into incremental changes that should enhance adoption and execution of both the letter and spirit of the policy. Importantly, it is envisioned that the revised RCP will work synergistically with CalPERS' Labor Principles, CalPERS' managers' own RCPs, peer networks, and labor organizations to create an actionable, sustainable approach to optimal human capital management.

We look forward to further interactions with the Board on this, and other topics. If you have questions, please feel free to contact us at (760) 795-3450.

CF/LB/SPM/jls