



**TOHONO O'ODHAM NATION**  
**TRIBAL EMPLOYMENT RIGHTS OFFICE**  
P.O. Box 40 Sells, Arizona 85634  
Direct Line (520) 383-3304 · Tucson Line (520) 547-8160  
Fax (520) 383-2781 · Email: [tero@toua.net](mailto:tero@toua.net)  
West Valley Location: (602) 648-5410 · Fax: (520) 547-8105



## **Attention T.E.R.O Clients**

### ***NOW ACCEPTING APPLICATIONS***

**3 Formsetters w/Catch Basin Experience      \$22.65**

(Base Wage \$ 17.95 + Fringe: \$4.70 )

**6 Finishers w/curb machine experience      \$23.76**

(Base Wage: \$17.75 Set Fringe: \$6.01)

**3 Formsetters w/curb & gutter setting experience      \$22.65**

(Base Wage \$ 17.95 + Fringe: \$4.70 )

### **Company: Dust Devil AZ.**

Schedule: M-F Full-Time- 5:30 am- 2:30pm

Duration: 1 month

***Estimated Start: 08/26/2019***

Project Location - 9431 W. Northern Ave, Glendale, AZ  
DDC WVR Construction Project

**CLOSING DATE: FRIDAY, AUGUST 23, 2019 @ 1:00 PM**

**INTERVIEW DATE: To Be Determined**

**Interviews will be held in Glendale, AZ**

**ATTACHMENT G\_ (Page 1 of 2)**

**LIST OF CLASSIFICATION (Pursuant to Item 40 of the TERO COMPLIANCE AGREEMENT PLAN)**

CLASSIFICATION	NUMBER NEEDED	PAY RATE/HR	DURATION NEEDED	SCHEDULE
Concrete Finishers	4	\$17.75 +6.01	7/19-12/19	M-F 5-2pm
Job Description: Concrete Finisher		Man Hours 1800		
<p>Requirements: All applicants must pass a pre hire drug screening. Applicants must have a valid driver license, reliable transportation, and basic hand tools. Must have a High School education; and up to 4 yrs. related experience or training; or equivalent combination of education and experience. Applicants must be able to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Applicants are required to write routine reports and correspondence. Applicants must be able to add and subtract two digit numbers and to multiply and divide with 10's and 100's. Applicants will be required to drive, use hands to finger, handle or fee objects, tools, or controls. Applicants will be required to talk, hear, climb and sit. Applicants will be required to bend, kneel, squat, stand, walk, and reach with hands and arms. Applicants must be able to Lift: exertion of physical strength to move objects (0-100 lbs.) from one level to another. Applicants must be able to Carry: hold or rest weighted objects (50-70 lbs.) directly on hands, arms, shoulders, or back while walking from one location to another. Applicants must be able to Push/Pull: Exertion of force on or against object (70 lbs.) to move it from one location to another. Applicants must have close vision, distance vision, peripheral vision, depth perception and the ability to adjust focus. Applicants will be required to wear hard hat, safety glasses (prescription or non-prescription) with side shields, safety vest, gloves, close toed, no cloth material boots, and hearing protection.</p>				
Certificates: N/A		Add Info:		

CLASSIFICATION	NUMBER NEEDED	PAY RATE/HR	DURATION NEEDED	SCHEDULE
Construction Laborers	2	\$16.19 +4.70	7/19-12/19	M-F 5-2pm
Job Description: Concrete Finisher Helper		Man Hours 800		
<p>Requirements: All applicants must pass a pre hire drug screening. Applicants must have a valid driver license and reliable transportation. Applicants must have minimum of 1 year concrete experience mandatory. Applicants will be required to pass a physical examination. Applicants must be able to communicate effectively with team members. Applicants are required to have their own basic hand tools, knowledge and their uses. All applicants are required to have basic mathematical skills (adding, subtracting, division and multiplication). Applicants are required to understand basic measurements and how to read a tape measure. Applicants will be required to use hands to finger, handle, or fee objects, tools or controls. Applicants will be required to talk, hear, climb and sit. All applicants will be required to bend, kneel, squat, stand, walk, and reach with hands and arms. Applicants must be able to Lift: exertion of physical strength to move objects (0-100) lbs.) from one level to another. Applicants must be able to Carry: hold or rest weighted objects (50-70 lbs.) directly on hands, arms, shoulders, or back while walking from one location to another. Applicants must be able to Push/Pull: Exertion of force on or against object (70 lbs.) to move it from one location to another. Applicants must have close vision, distance vision, peripheral vision, depth perception and the ability to adjust focus. Applicants will be required to wear hard hat, safety glasses (prescription or non-prescription) with side shields, safety vest, gloves, close toed, no cloth material boots, and hearing protection.</p>				
Certificates: N/A		Add Info:		

ATTACHMENT G\_ (Page 2 of 2)

CLASSIFICATION	NUMBER NEEDED	PAY RATE/HR	DURATION NEEDED	SCHEDULE
Construction Laborers	2	\$17.99 +4.70	7/19-12/19	M-F 5-2pm
Job Description: Form Setter/Finisher 1		Man Hours 800		
<p>Requirements: All applicants must pass a pre hire drug screening. Applicants must have a valid driver license and reliable transportation. Applicants must have a High School education, and up to 3 yrs. Related experience or training or equivalent combination of education and experience. Applicants will be required to pass a physical examination. Applicants must be able to communicate effectively with team members. Applicants are required to have their own basic hand tools, knowledge and their uses. All applicants are required to have basic mathematical skills (adding, subtracting, division and multiplication). Applicants are required to understand basic measurements and how to read a tape measure. Applicants will be required to use hands to finger, handle, or fee objects, tools or controls. Applicants will be required to talk, hear, climb and sit. All applicants will be required to bend, kneel, squat, stand, walk, and reach with hands and arms. Applicants must be able to Lift: exertion of physical strength to move objects (0-100 lbs.) from one level to another. Applicants must be able to Carry: hold or rest weighted objects (50-70 lbs.) directly on hands, arms, shoulders, or back while walking from one location to another. Applicants must be able to Push/Pull: Exertion of force on or against object (70 lbs.) to move it from one location to another. Applicants must have close vision, distance vision, peripheral vision, depth perception and the ability to adjust focus. Applicants will be required to wear hard hat, safety glasses (prescription or non-prescription) with side shields, safety vest, gloves, close toed, no cloth material boots, and hearing protection.</p>				
Certificates: N/A		Add Info:		

CLASSIFICATION	NUMBER NEEDED	PAY RATE/HR	DURATION NEEDED	SCHEDULE
Structural and Reinforcing	1	\$20.66 +13.59	7/19-12/19	M-F 5-2pm
Job Description: Iron and Metal Workers		Man Hours 150		
<p>Requirements: All applicants must pass a pre hire drug screening. Applicants must have a valid driver license, reliable transportation, and basic hand tools, knowledge and their uses. Must have a High School education; and up to 3 yrs. related experience or training; or equivalent combination of education and experience. Applicants must have knowledge of rebar fastening techniques and rebar sizes. Applicants must be able to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Applicants are required to write routine reports and correspondence. Applicants must be able to add and subtract two digit numbers and to multiply and divide. Applicants will be required to drive, use hands to finger, handle or fee objects, tools, or controls. Applicants will be required to talk, hear, climb and sit. Applicants will be required to bend, kneel, squat, stand, walk, and reach with hands and arms. Applicants must be able to Lift: exertion of physical strength to move objects (0-100 lbs.) from one level to another. Applicants must be able to Carry: hold or rest weighted objects (50-70 lbs.) directly on hands, arms, shoulders, or back while walking from one location to another. Applicants must be able to Push/Pull: Exertion of force on or against object (70 lbs.) to move it from one location to another. Applicants must have close vision, distance vision, peripheral vision, depth perception and the ability to adjust focus. Applicants will be required to wear hard hat, safety glasses (prescription or non-prescription) with side shields, safety vest, gloves, close toed, no cloth material boots, and hearing protection</p>				
Certificates: N/A		Add Info:		

EMPLOYMENT APPLICATION

WE ARE AN EQUAL OPPORTUNITY EMPLOYER. WE CONSIDER APPLICANTS FOR ALL POSITIONS WITHOUT REGARD TO RACE, COLOR, CREED, RELIGION, SEX, NATIONAL ORIGIN, AGE, MARITAL OR VETERAN STATUS, THE PRESENCE OF A NON-JOB-RELATED MEDICAL CONDITION OR HANDICAP, AND ANY OTHER LEGALLY PROTECTED STATUS. IT IS OUR POLICY TO ABIDE BY ALL FEDERAL, STATE, AND LOCAL LAWS CONCERNING DISCRIMINATION IN EMPLOYMENT. NO QUESTION IN THIS APPLICATION IS INTENDED TO ELICIT INFORMATION IN VIOLATION OF ANY SUCH LAW NOR WILL ANY INFORMATION OBTAINED IN RESPONSE TO ANY QUESTION BE USED IN VIOLATION OF ANY SUCH LAW.

NUESTRA EMPRESA OFRECE IGUALDAD DE OPORTUNIDAD EN EL TRABAJO. TOMAMOS EN CUENTA A CANDIDATOS PARA TODOS LOS PUESTOS, CUALQUIERA SEA SU RAZA, COLOR, RELIGION, SEXO, ORIGEN, EDAD, ESTADO CIVIL O DE VETERANO, CONDCIONES MEDICAS NO RELACIONADAS AL TRABAJO, DESVENTAJAS FISICAS Y CUALQUIER OTRA CATEGORIA QUE SEA PROTEGIDA POR LA LEY. ES NUESTRA POLITICA RESPETAR TODAS LAS LEYES FEDERALES, ESTATALES Y LOCALES, RELACIONADAS A LA DISCRIMINACION EN EL EMPLEO. LAS PREGUNTAS FORMULADAS EN ESTA SOLICITUD NO TIENE LA INTENCION DE VIOLAR NINGUNA DE DICHAS LEYES. NINGUNA INFORMACION QUE OBTENGAMOS EN RESPUESTA A CUALQUIER PREGUNTA FORMULADA SERA USADA EN VIOLACION DE DICHAS LEYES.

PERSONAL INFORMATION  
INFORMACION PERSONAL

DATE OF APPLICATION: FECHA DE SOLICITUD		
LAST NAME APELLIDO	FIRST NAME NOMBRE	MIDDLE INICIAL
HOW LONG AT PRESENT ADDRESS: QUE TANTO A PERMANECIDO EN ESTA DIRECCION		

STREET ADDRESS: DIRECCION DE DOMICILIO		HOME PHONE: # TELEFONO DOMICILIO
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CITY: CUIDAD	STATE: ESTADO	ZIP CODE: CODIGO POSTAL	CELL PHONE: # CELULAR
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WERE YOU PREVIOUSLY EMPLOYED BY THIS COMPANY? HA SIDO ANTERIORMENTE EMPLEADO EN ESTA EMPRESA? <input type="checkbox"/> YES <input type="checkbox"/> NO IF YES, DATE(S) SI SU RESPUESTA ES "SI" DE FECHA	SUPERVISOR: NOMBRE DEL SUPERVISOR	IN CASE OF EMERGENCY CONTACT: CONTACTAR A QUIEN EN CASO DE EMERGENCIA
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HAVE YOU PREVIOUSLY APPLIED FOR WORK AT THIS COMPANY? <input type="checkbox"/> YES <input type="checkbox"/> NO HA SOLICITADO PARA EMPLEO CON ESTA EMPRESA? <input type="checkbox"/> SI <input type="checkbox"/> NO IF YES, DATE(S) SI SU RESPUESTA ES "SI" DE LA FECHA	SUPERVISOR: NOMBRE DEL SUPERVISOR	EMERGENCY PHONE #: # TELEFONO DE EMERGENCIA
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POSITION APPLYING FOR: POSICION QUE SOLICITA	FORMAN CAPATAZ	LABORER OBRERO	FORMSETTER FORMERO	FINISHER ACABADOR	DRIVER CHOFER	ESTIMATING ESTIMADOR	FULL-TIME TIEMPO COMPLETO
PLEASE CIRCLE POR FAVOR CIRCULE	SUPERVISOR SUPERVISOR	CARPENTER CARPINTERO	WELDER SOLDADURA	OFFICE CLERK OFICINA	MECHANIC MECANICO	SHOP LABOR TALLER	PART-TIME TIEMPO PARCIAL

ARE YOU WILLING TO WORK OVERTIME: ESTA DISPUESTO TRABAJAR TIEMPO COMPLETO	<input type="checkbox"/> YES <input type="checkbox"/> NO SI NO	WAGES EXPECTED: SALARIO DESEADO
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ARE YOU CURRENTLY EMPLOYED: ESTA TRABAJANDO EN ESTE MOMENTO	<input type="checkbox"/> YES <input type="checkbox"/> NO SI NO	DATE AVAILABLE FOR WORK: FECHA DISPONIBLE PARA TRABAJAR:
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EDUCATION AND TRAINING (EDUCACION Y ENTRENAMIENTO)

CIRCLE HIGHEST GRADE COMPLETED: 1 2 3 4 5 6 7 8 9 10 11 12 COLLEGE: 1 2 3 4 DEGREE:

CIRCULE EL GRADO ALCANZADO

LAST SCHOOL ATTENDED:  
ULTIMA ESCUELA ATENDIDA

LIST ANY OTHER EDUCATION, TRAINING, SPECIAL SKILLS, SECOND LANGUAGE, CERTIFICATES OR LICENSES:  
(INDIQUE CUALQUIER OTRA EDUCACION, ENTRENAMIENTO, HABILIDADES ESPECIALES, OTRO IDIOMA, CERTIFICADOS O LICENCIAS QUE TENGA)

LIST ANY MACHINES OR EQUIPMENT THAT YOU ARE QUALIFIED TO OPERATE:  
(INDIQUE LAS MAQUINAS Y/O EQUIPO QUE TIENE HABILIDAD DE OPERAR)

EXPERIENCE IN: EXPERIENCIA	YEARS ANOS	EXPERIENCE IN: EXPERIENCIA	YEARS ANOS	EXPERIENCE IN: EXPERIENCIA	YEARS ANOS
CURB & GUTTER		CATCH BASINS		FORM SETTING	
CORDON		CAJONES DE DRENAJE		FORMIAR	
SIDEWALK		HEADWALLS		STRUCTURES	
BANQUETA		PAREDES		ESTRUCTURAS	

ARE YOU ABLE TO PERFORM THE JOB(S) FOR WHICH YOU ARE APPLYING? PUUEDE DESEMPEÑAR EL TRABAJO(S) QUE ESTA SOLICITANDO ?	<input type="checkbox"/> YES <input type="checkbox"/> NO SI NO
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DO YOU HAVE YOUR OWN TOOLS? TIENE SUS PROIAS HERRAMIENTAS ?	<input type="checkbox"/> YES <input type="checkbox"/> NO SI NO
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**ATTACHMENT G (Page 2 of 3)**

LIST ANY RELATIVES OR FRIENDS WORKING FOR THIS COMPANY NOMBRES DE PARIENTES O AMIGOS QUE TRABAJAN EN ESTA EMPRESA	NAME NOMBRE RELATIONSHIP RELACION				
LIST PREVIOUS ADDRESSES DURING THE LAST FIVE (5) YEARS INDIQUE SUS DOMICILIOS ANTERIORES DURANTE LOS ULTIMOS CINCO (5) ANOS :					
STREET ADDRESS, CITY, STATE, ZIP DIRECCION DE CALLE , CIUDAD, ESTADO , CODIGO POSTAL	FROM:	TO:			
STREET ADDRESS, CITY, STATE, ZIP	FROM:	TO:			
STREET ADDRESS, CITY, STATE, ZIP	FROM:	TO:			
<b>PREVIOUS EMPLOYERS</b>					
COMPANY: EMPRESA	TYPE OF BUSINESS: TIPO DE NEGOCIO				
ADDRESS: DIRECCION	PHONE: # TELEFONO				
NAME AND TITLE OF SUPERVISOR: NOMBRE Y TITULO DEL SUPERVISOR	EMPLOYED (MONTH & YEAR) FROM: TO: EMPLEADO (MES Y ANO ) DESDE HASTA				
STATE LAST JOB TITLE AND DESCRIBE YOUR POSITION: INDIQUE ULTIMO TITULO DE PUESTO Y DESCRIBALO	WAGES: STARTING: LAST: SALARIO : EMPEZO TERMINO				
STATE LAST JOB TITLE AND DESCRIBE YOUR POSITION: INDIQUE ULTIMO TITULO DE PUESTO Y DESCRIBALO	EMPLOYED: FULL-TIME PART-TIME EMPLEADO TIEMPO COMPLETO PARCIAL				
STATE LAST JOB TITLE AND DESCRIBE YOUR POSITION: INDIQUE ULTIMO TITULO DE PUESTO Y DESCRIBALO	MAY WE CONTACT: YES NO PODEMOS CONTACTAR ? SI NO				
STATE LAST JOB TITLE AND DESCRIBE YOUR POSITION: INDIQUE ULTIMO TITULO DE PUESTO Y DESCRIBALO	REASON FOR LEAVING: MOTIVO DE RETIRO O RENUNCIA:				
COMPANY: EMPRESA	TYPE OF BUSINESS: TIPO DE NEGOCIO				
ADDRESS: DIRECCION	PHONE: # TELEFONO				
NAME AND TITLE OF SUPERVISOR: NOMBRE Y TITULO DEL SUPERVISOR	EMPLOYED (MONTH & YEAR) FROM: TO: EMPLEADO (MES Y ANO ) DESDE HASTA				
STATE LAST JOB TITLE AND DESCRIBE YOUR POSITION: INDIQUE ULTIMO TITULO DE PUESTO Y DESCRIBALO	WAGES: STARTING: LAST: SALARIO : EMPEZO TERMINO				
STATE LAST JOB TITLE AND DESCRIBE YOUR POSITION: INDIQUE ULTIMO TITULO DE PUESTO Y DESCRIBALO	EMPLOYED: FULL-TIME PART-TIME EMPLEADO TIEMPO COMPLETO PARCIAL				
STATE LAST JOB TITLE AND DESCRIBE YOUR POSITION: INDIQUE ULTIMO TITULO DE PUESTO Y DESCRIBALO	MAY WE CONTACT: YES NO PODEMOS CONTACTAR ? SI NO				
STATE LAST JOB TITLE AND DESCRIBE YOUR POSITION: INDIQUE ULTIMO TITULO DE PUESTO Y DESCRIBALO	REASON FOR LEAVING: MOTIVO DE RETIRO O RENUNCIA:				
REFERENCES - LIST BUSINESS PERSONS KNOWN, BUT NOT RELATED TO YOU, OTHER THAN THOSE LISTED ABOVE. INDIQUE DATOS DE PERSONAS DE NEGOCIO QUE CONOCE, QUE NO SEAN PARIENTES SUYOS,					
	NAME NOMBRE	TITLE TITULO	BUSINESS NEGOCIO	PHONE NO. # TELEFONO	YEARS KNOWN ANOS
1					
2					
3					
4					
HAVE YOU BEEN CONVICTED OF A CRIME IN THE PAST 7 YEARS, EXCLUDING MISDEMEANORS AND SUMMARY OFFENSES, WHICH HAS NOT BEEN ANNULLED, EXPUNGED, OR SEALED BY A COURT? PLEASE CIRCLE YES NO					
HA SIDO UD. DECLARADO DE ALGUN CRIMEN EN LOS ULTIMOS SIETE (7) ANOS, EXCLUYENDO DELITOS U OFENSAS MENORES , QUE NO HA SIDO ANULADO , BORRADO O SELLADO POR UNA CORTE ? SI NO					
IF YES, PLEASE EXPLAIN. CONVICTION OF A CRIME IS NOT AN AUTOMATIC BAR TO EMPLOYMENT -- ALL CIRCUMSTANCES WILL BE CONSIDERED. SI SU RESPUESTA ES "SI" POR FACOR EXPLIQUE. LA DECLARACION DE UN CRIMEN NO ES IMPEDIMENTO AUTOMATICO PARA SER CONTRATADO. SE CONSIDERARAN TODAS LAS CIRCUNSTANCIAS.					
<b>APPLICANT'S CERTIFICATION (PLEASE READ CAREFULLY BEFORE SIGNING)</b>					
I CERTIFY THAT, TO THE BEST OF MY KNOWLEDGE AND BELIEF, THE ANSWERS GIVEN BY ME TO THE FOREGOING QUESTION AND THE STATEMENTS MADE BY ME IN THIS APPLICATION ARE CORRECT AND COMPLETE. I UNDERSTAND THAT MISREPRESENTATION OR OMISSION OF FACTS IN THE APPLICATION MAY RESULT IN MY DISCHARGE. I AUTHORIZE YOU TO COMMUNICATE WITH THOSE EMPLOYERS I DESIGNATED, SCHOOL OFFICIALS AND PERSONS NAMED AS REFERENCES CONCERNING MY SKILLS, CHARACTER, AND RESPONSIBILITY. IF EMPLOYED, I UNDERSTAND AND AGREE THAT SUCH EMPLOYMENT MAY BE TERMINATED AT ANY TIME, WITHOUT PRIOR NOTICE, AND THAT MY EMPLOYMENT WILL NOT BE GOVERNED BY ANY EXPRESSED OR IMPLIED CONTRACT BY IS AT-WILL.					
<b>DECLARACION DEL CANDIDATO (FAVOR DE LEER CON CUIDADO ANTE DE FIRMAR )</b>					
DECLARO QUE, SEGUN MIS CONOCIMIENTOS Y CREENCIAS , LAS RESPUESTAS QUE HA DADO A LAS PREGUNTAS FORMULADAAS Y LAS AIRRMACIONES QUE HA HECHO EN ESTA SOLICITUD, SON CORRECTAS Y COMPLETAS. TANGO ENTENDIDO QUE LAS DACLARACIONES FALSAS U OMISION DE HECHOS EN ESTA SOLICITUD PODRAN RESULTAR EN MI DESPIDO DE LAS EMPRESA. AUTORIZO A LA EMPRESA A COMUNICASE CON LOS PATRONES QUE INDIQUE Y CON FUNCIONARIOS DE ESCUELAS Y/O CON PERSONAS CUYOS NOMBRES HE DADO COMO REFERENCIAS, PARA QUE LA EMPRESA PUEDA ENTERARSE DE MIS HABILIDADES, CARACTER Y SENTIDO DE RESPONSABILIDAD. SI LA EMPRESA ME EMPLEA, TENGO ENTENDIDO Y ESTOY DE ACUERDO ENQUE PUEDE TERMINARSE EN CUALQUIER MOMENTO, SIN AVISO PREVIO. TENGO TAMBIEN ENTENDIDO QUE MI EMPLEO NO SERA BAJO CONTRATO EXPLICITO NI SUPUESTO , SINO A VOLUNTAD DE LA EMPRESA					
APPLICANT'S SIGNATURE: FIRMA DEL CANDIDATO				DATE: FECHA	