

**GOALS AND TIMETABLES
FOR MINORITIES AND
WOMEN**

The preamble to regulations establishing a new part 60-4 to 41 CFR chapter 60 published at 41 CFR 14888-14894, April 8, 1978, states that OFCCP contemplates proposing standards and goals for minorities within the very near future. Until that notice has been proposed and final action taken, construction contractors and subcontractors will continue to be subject to the goals and timetables for minority utilization on Federal and federally assisted construction existing now under Executive order 11246. Such goals are published in appendix B.

Now, therefore, based on the foregoing and 41 CFR part 60-4, each contracting agency, each applicant, and each contractor shall include the appropriate goal set forth in appendix A and appendix B in all invitations for bids or other solicitations for federally involved construction contracts in excess of \$10,000. The goals in appendix A hereby are established on a nationwide basis as the standards for female utilization for all trades.

Appendix B established the goals for minority utilization which shall be applicable for the respective areas set forth in appendix B.

Appendix A and Appendix B shall be effective with respect to transactions for which the invitations for bids or other solicitations or amendments thereto are sent on or after May 8, 1978.

WELDON J. ROUGEAU,
Director, OFCCP.

MARCH 28, 1978.

APPENDIX A

The following goals and timetables for female utilization shall be included in all Federal and federally assisted construction contracts and subcontracts in excess of \$10,000. The goals are applicable to the contractor's aggregate on-site construction workforce whether or not part of that workforce is performing work on a Federal or federally assisted construction contract or subcontract.

AREA COVERED

Goals for Women apply nationwide.

GOALS AND TIMETABLES

Timetable	Goals (percent)
From Apr. 1, 1978 until Mar. 31, 1979	3.1
From Apr. 1, 1979 until Mar. 31, 1980	5.1
From Apr. 1, 1980 until Mar. 31, 1981	6.9

APPENDIX B

Until further notice, the following goals and timetables for minority utilization shall be included in all Federal or federally-assist-

(12-13-78) PN 652

ed construction contracts and subcontracts in excess of \$10,000 to be performed in the respective covered areas. The goals are applicable to the contractor's aggregate on-site construction workforce whether or not part of that workforce is performing work on a Federal or federally-assisted construction contract or subcontract.

REGION 1

BOSTON, MASS. AREA

Area covered—Arlington, Boston, Belmont, Brookline, Burlington, Cambridge, Canton, Chelsea, Dedham, Everett, Malden, Medford, Wakefield, Westwood, Winthrop, Winchester, Woburn, and the Islands of Boston Harbor, Mass.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	Asbestos workers..	10.8 to 10.12
	Boilermakers	9.8 to 12.0
	Bricklayers	8.0 to 10.0
	Carpenters	11.6 to 14.5
	Cement masons	25.5 to 27.5
	Electricians	8.0 to 7.0
	Elevator constructors.	9.5 to 11.4
	Glaziers.....	8.8 to 11.0
	Ironworkers	5.9 to 6.9
	Lathers	6.9 to 8.9
	Operating engineers.	14.1 to 15.0
	Painters	9.1 to 11.1
	Pipefitters	11.0 to 12.1
	Plasterers	20.5 to 22.5
	Plumbers	9.8 to 11.8
	Roofers	8.4 to 10.5
	Sheetmetal workers.	10.1 to 12.1
	Sprinkler fitters...	12.3 to 15.6
	All other trades....	10.3 to 12.3

¹Region refers to the 10 regions in which the U.S. Department of Labor has offices. These Regions are headquartered in Boston, New York, Philadelphia, Atlanta, Chicago, Dallas, Kansas City, Denver, San Francisco, and Seattle, which are numbers I through X respectively.

STATE OF RHODE ISLAND AREA

Area Covered—Statewide.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	5.0

REGION II

BUFFALO, N.Y. AREA

Area Covered—Erie County and Buffalo, N.Y.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	10.6 to 13.2

CAMDEN, N.J. AREA

Area Covered: Camden, N.J., area of Camden, Salem, and Gloucester Counties.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	Asbestos workers..	11.8 to 14.5
	Boilermakers	10.8 to 13.5
	Bricklayers	17.8 to 20.0
	Carpenters	11.2 to 13.0
	Cement masons	12.0 to 15.0
	Electricians	14.9 to 17.8
	Elevator constructors.	10.8 to 13.5
	Glaziers.....	16.0 to 20.0
	Lathers	10.8 to 13.5
	Operating Engineers.	10.0 to 12.5
	Painters/Decorators/ Paperhangers.	8.8 to 12.8
	Plasterers	17.0 to 19.0
	Plumbers / Pipefitters/ Steamfitters.	8.4 to 10.5
	Roofers	8.4 to 10.5
	Sheetmetal Workers.	11.2 to 14.0
	Sprinkler Fitters..	10.8 to 13.5
	Structural Metal Workers.	12.9 to 15.3
	Wharf 7 Dock Builders.	10.8 to 13.5

ELMIRA, N.Y. AREA

Area Covered: Chemung, Steuben, Schuyler, Tioga, and Yates Counties, N.Y.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	4.0 to 5.0

LONG ISLAND, N.Y. AREA

Area Covered: Nassau and Suffolk Counties, N.Y.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	6.0 to 8.0

WESTCHESTER, N.Y. AREA

Area covered—Westchester County, N.Y.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	11 to 13.

REGION III

STATE OF DELAWARE AREA

Area covered—State of Delaware.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	11 to 13.

PHILADELPHIA, PA., AREA

Area covered—Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	Ironworkers	22 to 26.
	Plumbers and pipefitters.	20 to 24.
	Steamfitters	20 to 24.
	Sheetmetal workers.	19 to 23.
	Electrical workers	19 to 23
	Elevator construction workers.	19 to 23.

PITTSBURGH, PA., AREA

Area covered—Allegheny County, Pa.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	Asbestos workers..	24.3 to 27.8.
	Boilermakers	33.8 to 37.7.
	Bricklayers	11.9 to 13.0.
	Carpenters	11.8 to 12.9.
	Cement masons	16.3 to 18.1.
	Electricians	17.0 to 20.3.
	Glaziers	26.9 to 30.4.
	Ironworkers	25.5 to 29.9.
	Lathers	12.7 to 13.8.
	Operating engineers.	44.2 to 48.3.
	Painters	16.4 to 17.9.
	Plasterers	34.3 to 38.0.
	Plumbers	7.8 to 9.2.
	Roofers	47.1 to 50.1.
	Sheetmetal workers.	26.0 to 26.9.
	Steamfitters	10.1 to 12.9.
	Tile setters	13.6 to 16.0.
	All other	27.6 to 31.5.

WASHINGTON, D.C. AREA

Area Covered—District of Columbia; the Virginia cities of Alexandria, Fairfax, and Falls Church; the Virginia counties of Arlington, Fairfax, Loudoun, and Prince William; and the Maryland counties of Montgomery and Prince Georges.

GOALS AND TIMETABLES

Timetables	Trade	Goal (percent)
Until further notice.	Electricians	28.0 to 34.0.
	Painters and paperhangers.	35.0 to 42.0.
	Plumbers, pipefitters and steamfitters.	25.0 to 30.0.
	Iron workers	35.0 to 43.0.
	Sheetmetal workers.	25.0 to 31.0.
Until further notice.	Elevator constructors.	34.0 to 40.0.
	Asbestos workers..	28.0 to 32.0.
	Lathers	34.0 to 40.0.

GOALS AND TIMETABLES—Continued

Timetables	Trade	Goal (percent)
	Boilermakers	24.0 to 30.0.
	Tile and terrazzo workers.	28.0 to 34.0.
	Glaziers	28.0 to 34.0.

REGION IV

ATLANTA, GEORGIA AREA

Area Covered—Atlanta, Ga., Standard Metropolitan Statistical Area which includes Fulton, DeKalb, Cobb, Clayton and Gwinnett Counties.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	Asbestos workers..	8.6 to 10.3.
	Bricklayers	18.3 to 18.2.
	Carpenters	11.0 to 12.8.
	Electricians	10.9 to 12.2.
	Glaziers	10.2 to 12.2.
	Ironworkers	14.0 to 16.0.
	Metal Lathers	10.0 to 12.0.
	Painters	10.3 to 12.0.
	Plumbers	9.4 to 10.9.
	Pipefitters	9.4 to 10.9.
	Plasters	24.4 to 25.8.
	Roofers	18.0 to 20.0.
	Sheetmetal	9.5 to 11.3.
	Sprinkler fitters...	8.3 to 9.9.
	Operating engineers.	24.0 to 27.7.
	Elevator installers.	9.6 to 11.5.

BIRMINGHAM, ALA. AREA

Area covered—Jefferson, Shelby, and Walker Counties, Ala.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	20 to 24.

CHARLOTTE, N.C. AREA

Area covered—Mecklenburg and Union Counties, N.C.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	24 to 30.

JACKSONVILLE, FLA. AREA

Area covered—Duval County, Fla.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	20 to 23.

LOUISVILLE, KY. AREA

Area covered—Adair, Barren, Bullitt, Carrol, Edmundson, Grayson, Green, Hardin, Hart, Henry, Jefferson, Larue, Meade, Nelson, Oldham, Shelby, Spencer, Taylor, Trimble, Warren, Washington Counties, Kentucky; and Clark, Floyd, and Harrison Counties, Ind.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	12.0 to 16.0.

MIAMI, FLA., AREA

Area covered—Dade County, Fla.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	20.0 to 40.0.

NASHVILLE, TENN., AREA

Area covered—City of Nashville, Tenn.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	16.0 to 20.0.

REGION V

AKRON, OHIO, AREA

Area covered—Summit, Portage and Medina Counties, Ohio.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	10.0 to 12.5.

CANTON, OHIO, AREA

Area covered—Carroll, Holmes, Stark, Tuscarawas, and Wayne Counties, Ohio.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	7.0 to 8.4.

CHICAGO, ILL., AREA

Area covered—Cook, DuPage, Kane, Lake, McHenry, and Will Counties.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	Asbestos workers..	08.6 to 10.3
	Bricklayers.....	18.3 to 8.2.
	Carpenters	11.0 to 12.8.
	Electricians	10.9 to 12.2.
	Elevator installers.	09.6 to 11.5.
	Glaziers.....	10.2 to 12.2.
	Ironworkers	14.0 to 16.0.
	Metal lathers.....	10.0 to 12.0.
	Painters	10.3 to 12.1.
	Plumbers	09.4 to 10.9.
	Pipe fitters.....	09.4 to 10.9.
	Plasterers	24.4 to 25.8.
	Roofers.....	18.0 to 20.0.
	Sheetmetal workers.	09.5 to 11.3.
	Sprinkler fitters...	08.3 to 09.9.
	Operating engineers.	15.7 and above.

CINCINNATI, OHIO, AREA

Area covered—Ohio counties of Clermont, Hamilton, and Warren and in the Kentucky counties of Boone, Campbell, and Kenton, and in the Indiana county of Dearborn.

GOALS AND TIMETABLES

Timetable	Trade	Goals (percent)
Until further notice.	Asbestos workers..	09.3 to 12.2.
	Boilermakers	08.0 to 08.4.
	Carpenters	09.0 to 10.7.
	Elevator constructors.	10.2 to 12.7.
	Engineers (stationary).	26.9 to 28.4.
	Floor layers.....	09.0 to 10.5.
	Glaziers.....	09.1 to 11.1.
	Lathers	09.3 to 10.6.
	Marble, tile and terrazzo workers and helpers.	08.3 to 09.9.
	Millwrights	09.1 to 10.3.
	Painters	11.0 to 13.5.
	Pipefitters	10.0 to 12.0.
	Plasterers	08.7 to 09.6.
	Plumbers	10.0 to 12.7.
	Sheetmetal workers.	10.1 to 11.3.
	All other	11.0 to 11.8.

CLEVELAND, OHIO, AREA

Area covered.—Ashland, Ashtabula, Crawford, Cuyahoga, Erie, Geauga, Huron, Lake, Lorain, Sandusky, and Seneca Counties, Ohio.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	Art glass workers .	25.4 to 28.6.
	Asbestos workers..	20.9 to 23.9.
	Boilermakers	18.3 to 18.9.
	Bricklayers.....	28.8 to 29.5.
	Carpenters	08.0 to 08.6.
	Cement masons....	41.1 to 42.2.
	Electricians	15.1 to 18.1.
	Elevator constructors.	28.9 to 32.5.
	Glaziers.....	35.8 to 40.0.
	Ironworkers	11.4 to 13.2.
	Painters	17.7 to 18.4.
	Pipefitters	15.7 to 17.9.
	Plasterers	21.6 to 23.2.
	Plumbers	20.8 to 23.4.
	Roofers	28.9 to 31.8.

GOALS AND TIMETABLES—Continued

Timetable	Trade	Goal (percent)
	All other	17.0 to 18.8.

DAYTON, OHIO, AREA

Area covered.—Greene, Miami, Montgomery, and Preble Counties, Ohio.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	10.6 to 11.8.

DETROIT, MICH., AREA

Area covered.—Wayne, Oakland, and Macomb Counties, Mich.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	10.6 to 11.8.

Until further notice.	Electricians	17.0 to 19.0.
	Operating engineers.	16.9 to 18.0.
	Lathers	18.6 to 19.6.
	Painters	15.0 to 17.7.
	Riggers.....	16.8 to 17.7.
	Roofers	15.3 to 16.6.
	Tile, terrazzo marble workers.	15.0 to 17.8.
	Tile and marble helpers.	16.0 to 18.5.
	Terrazzo helpers..	17.8 to 19.5.
	All other	18.6 to 20.4.

EVANSVILLE, IND., AREA

Area covered.—Vanderburgh County, Ind.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	6.3 to 7.6.

FORT WAYNE, IND., AREA

Area covered.—Adams, Allen, DeKalb, Huntington, LaGrange, Noble, Steuben, Wells, and Whitley Counties, Ind.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	10.0 to 12.0.

Until further notice.	Plumbers	05.2 to 05.5.
	Steamfitters.....	05.2 to 05.5.
	Carpenters	05.7 to 05.2.
	Bricklayers.....	09.3 to 10.4.
	Electricians	05.2 to 05.9.
	Sheetmetal.....	04.4 to 05.2.
	Ironworkers	07.3 to 08.4.
	Operating engineers.	05.2 to 06.0.
	Painters	11.0 to 12.0.
	All other	07.1 to 08.0.

INDIANAPOLIS, IND., AREA

Area covered. Marion County, Ind.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	5.0 to 6.0.

Until further notice.	Asbestos workers..	32.2 to 37.7.
	Bricklayers.....	17.4 to 19.5.
	Electricians	06.6 to 07.8.
	Elevator constructors.	15.5 to 18.0.
	Glaziers.....	25.2 to 28.6.
	Ironworkers	11.6 to 14.0.
	Lathers	21.1 to 23.0.
	Operating engineers.	07.7 to 08.8.
	Painters	22.4 to 25.0.
	Plasterers	27.5 to 30.4.
	Plumbers	25.5 to 30.0.
	Roofers	15.9 to 18.1.
	Sheetmetal workers.	09.3 to 10.9.
Steamfitters.....	14.9 to 17.1.	
All other	14.1 to 16.2.	

PEORIA, ILL., AREA

Area covered.—Peoria, Fulton, Tazewell, Woodford, Knox, Stark, Marshall, Hancock, Mason, McLean, McDonough, Henderson, Warren, Livingston, Bureau, Henry, and Putnam Counties, Ill.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	5.0 to 6.0.

ROCKFORD, ILL., AREA

Area covered.—Boone, Winnebago, Stephenson, De Kalb, Ogle, Lee, and Jo Daviess Counties; Cherry Grove, Shannon, Rock Creek, Lima, Wysox, and Elkhorn Townships in Carroll County; Genesee, Jordan, Hopkins, Sterling, Hume, Montmorency, Tampico, and Hahnman Townships in Whiteside County, Ill.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	10.0 to 12.0.

SOUTH BEND, IND., AREA

Area Covered.—St. Joseph, County, Ind.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	8.0 to 10.0.

TOLEDO, OHIO, AREA

Area covered.—Defiance, Fulton, Hancock, Henry, Lucas, Ottawa, Williams, and Wood Counties, Ohio.

OMAHA, NEBR.

Area covered—Sharpy and Douglas Counties, Nebr., Council Bluffs, Iowa (city limits only).

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All.....	9.0 to 10.0

ST. LOUIS, MO.

Area covered.—City of St. Louis, Mo., and St. Louis County, Mo.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	Asbestos workers..	05.2 to 05.7.
	Boilermakers.....	34.0 to 37.7.
	Bricklayers.....	12.6 to 14.2.
	Carpenters.....	08.2 to 08.9.
	Cement and concrete finishers.	13.3 to 16.6.
	Electricians.....	13.6 to 16.1.
	Elevator constructors.	08.7 to 09.3.
	Glaziers.....	28.7 to 34.5.
	Ironworkers.....	09.0 to 10.4.
	Lathers and plasterers.	24.2 to 29.7.
	Operating engineers.	13.2 to 15.7.
	Painters and paperhangers.	25.1 to 29.3.
	Plumbers and pipefitters.	13.2 to 15.4.
	Roofers and slaters.	17.1 to 19.6.
	Sheetmetal workers.	22.5 to 27.0.
	Tilesetters and terrazzo workers.	08.8 to 10.4.

TOPEKA, KANS.

Area covered.—Shawnee County, Kans.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All.....	08.8 to 10.5.

REGION VIII

COLORADO

Area covered.—State of Colorado.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All.....	13 to 14.

REGION IX

ALAMEDA COUNTY, CALIF., AREA

Area covered.—Alameda County, Calif.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All.....	10.7 to 12.3.

YOUNGSTOWN, OHIO, AREA

Area Covered.—Columbiana, Mahoning, and Trumbull Counties, Ohio; and Lawrence and Mercer Counties, Pa.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All.....	8.0 to 7.1

REGION VI

EL PASO, TEX., AREA

Area covered—El Paso County, Tex.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All.....	55.1 to 66.2.

LAWTON, OKLA., AREA

Area covered—Commanche County, Okla.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All.....	15.8 to 16.8.

LITTLE ROCK, ARK., AREA

Area covered—Pulaski County, Ark.

GOALS AND TIMETABLES:

Timetable	Trade	Goal (percent)
Until further notice.	All.....	25.6 to 30.6

NEW ORLEANS, LA.

Area covered—Parishes of Orleans, Jefferson, St. Bernard, St. Tammany, St. Charles, St. John, Lafourche, Plaquemines, Washington, Terrebonne, Tangipahoa,¹ Livingston,² and St. James.³

¹Area covered is east of the Illinois Central RR.

²Area covered is southeast of the line from a point off the Livingston and Tangipahoa Parish line adjacent from New Orleans and Baton Rouge.

³Area covered is southeast of a line drawn from the town of Gramercy to the point of intersection of St. James, Lafourche, and Assumption Parishes.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All.....	20 to 23.

TULSA, OKLA.

Area covered—Tulsa, Creek, Mayes, Rogers, Okfuskee, Washington, Nowata, Craig, Ottawa, Delaware, Okmulgee (northern half), dividing line Highway 16; Osage (eastern half), dividing line Highway 18; Pawnee (eastern half), and Payne (eastern half) Counties, Okla.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	Bricklayers.....	24.0 to 25.0.
	Carpenters.....	17.0 to 18.0.
	Cement masons....	21.5 to 22.5.
	Floor covers.....	12.0 to 14.0.
	Glaziers, glass workers.	14.7 to 17.3.
	Operating engineers.	22.0 to 24.0.
	Painters.....	18.0 to 20.0.
	Pipefitters.....	10.0 to 12.0.
	Plumbers.....	11.6 to 13.2.
	Roofers.....	12.0 to 14.0.
	Sheetmetal workers.	08.0 to 10.0.
	All other trades....	12.0 to 14.4.

REGION VII

KANSAS CITY (KANS.) AND (MO.)

Area covered—Clay, Platte, Jackson, Bates, Carroll, Lafayette, Ray, Johnson, Henry, and Cass Counties, Mo., and Wyandotte, Johnson, and Miami Counties, Kans.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	Asbestos workers..	10.3 to 11.7.
	Boilermakers.....	05.9 to 06.4.
	Bricklayers.....	19.4 to 20.7.
	Carpenters.....	05.9 to 06.9.
	Carpet, linoleum and resilient floor decorators.	05.5 to 06.4.
	Cement masons....	25.5 to 26.5.
	Elevator constructors.	09.2 to 10.7.
	Electricians.....	08.0 to 09.4.
	Glaziers.....	09.8 to 10.5.
	Lathers.....	14.5 to 15.5.
	Marble masons, tile layers and terrazzo workers.	07.5 to 09.0.
	Marble and tile helpers.	04.8 to 05.6.
	Operating engineers.	09.0 to 10.9.
	Painters.....	14.3 to 15.0.
	Pipefitters.....	06.9 to 07.7.
	Plasterers.....	19.0 to 20.4.
	Plumbers.....	08.3 to 09.3.
	Roofers.....	14.0 to 15.0.
	Sheetmetal workers.	07.0 to 08.0.
	Teamsters.....	25.0 to 26.0.
	All other trades....	11.4 to 12.5.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All.....	28.5 to 33.0.

ARIZONA

Area covered—State of Arizona.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All.....	25.0-30.0

CONTRA COSTA COUNTY, CALIF.

Area covered: Contra Costa County, Calif.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All.....	17.0 to 19.5.

FRESNO COUNTY, CALIF.

Area covered—Fresno, Madera, Kings, and Tulare Counties, Calif.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All.....	20.0 to 27.0.

LAS VEGAS, NEV.

Area covered—Area of jurisdiction of the Building & Construction Trades Council of Clark, Lincoln, Nye and Esmeralda Counties, Nev.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	Asbestos workers..	17.7 to 20.2.
	Bricklayers.....	18.8 to 21.3.
	Carpenters.....	16.2 to 17.5.
	Glaziers, floorcoverers, painters, tapers and wallcoverers.	18.3 to 17.7.
	Plasterers.....	24.6 to 27.2.
	Plumbers and pipefitters.	15.2 to 16.2.
	Sheet metal workers.	16.2 to 17.7.
	Wood, wire and metal lathers.	18.1 to 19.3.
	All other trades....	18.0 to 19.5.

LOS ANGELES COUNTY, CALIF.

Area covered—Area of jurisdiction of the Los Angeles Building & Construction Trades Council.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All.....	21.7 to 25.1

MONTEREY, CALIF.

Area covered—Monterey County, Calif., and within the jurisdiction of the Monterey County Building & Construction Trades Council, AFL-CIO.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All.....	27.0 to 29.8.

NORTH BAY, CALIF.

Area covered—Solano, Napa, Lake, Marin, Mendocino, and Sonoma Counties.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All.....	10.5 to 12.6.

SACRAMENTO, CALIF.

Area covered—Sacramento, Yolo, Amador, Placer, El Dorado, Nevada, and Sierra Counties, Calif.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All.....	17.5 to 20.0.

SAN DIEGO COUNTY, CALIF.

Area covered—San Diego County, Calif.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All.....	24.0 to 30.0.

SAN FRANCISCO CITY AND COUNTY, CALIF.

Area covered—City and County of San Francisco, Calif.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	Electricians.....	17.0.
	Plumbers, pipefitters and steamfitters.	14.0.
	Structural metal workers.	20.0.
	Sheet metal workers.	19.0.

GOALS AND TIMETABLES—Continued

Timetable	Trade	Goal (percent)
	Asbestos Workers	40.0.

SAN MATEO COUNTY, CALIF.

Area covered—San Mateo County, Calif.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All.....	12.0 to 14.0.

SANTA CLARA COUNTY, CALIF.

Area covered—Santa Clara County, Calif.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All.....	18.0 to 21.7.

SANTA CRUZ COUNTY, CALIF.

Area Covered—Santa Cruz County, Calif.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All.....	17.0 to 20.4.

REGION X

ALASKA

Area covered—State of Alaska.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	Asbestos workers..	26.4 to 28.0.
	Carpenters.....	25.7 to 28.0.
	Electricians.....	25.7 to 29.0.
	Ironworkers.....	25.7 to 28.0.
	Operating engineers.	26.1 to 28.0.
	Painters.....	25.8 to 28.0.
	Pile drivers.....	25.1 to 28.0.
	Plumbers and steamfitters.	25.4 to 28.0.
	Roofers.....	27.6 to 28.0.
	Sheetmetal workers.	25.6 to 28.0.
	Teamsters.....	25.6 to 28.0.
	All other.....	26.1 to 28.1.

PASCO, WASH.

Area covered—The area of jurisdiction of the Southeastern Washington Building & Construction Trades Council as follows: all of Benton, Franklin, and Walla Walla Counties, Grant County to Highway 2 and the southwest corner of Adams County, Wash.

FmHA Instruction 1901-E
Exhibit-D

SPOKANE, WASH. Page-6

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	Boilermakers	12.5 to 15.0.
	Bricklayers.....	11.0 to 13.5.
	Carpenters	09.8 to 12.3.
	Cement finishers..	11.5 to 14.0.
	Electricians	10.0 to 12.5.
	Ironworkers	10.0 to 12.5.
	Operating engineers.	10.2 to 12.7.
	Painters	10.0 to 12.5.
	Plumbers and fitters.	09.9 to 12.4.
	Sheetmetal workers.	10.8 to 13.3.
	Laborers	09.5 to 12.0.
All other	10.0 to 12.5.	

PORTLAND, OREG.

Area covered—Multnomah, Clackamas, and Washington Counties, Oreg.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	5.5 to 6.5.

SEATTLE, WASH.

Area covered—King County, Wash.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	8.8 to 11.5.

Area covered—Washington Counties: Spokane, Whitman, Lincoln, Adams, Stevens, Pend Oreille, Columbia, Garfield, Asotin, Ferry, Okanogan, Chelan, Douglas and Grant (north of Highway 2), and in connection with Indian employment, parts of any other counties included in reservations incorporating portions of the above area; Idaho: Boundary, Bonner, Kootenai, Shoshone, Benewah, Latah, Clearwater, Nez Perce, Lewis, and Idaho, and in connection with Indian employment, any other territory included in reservations, part of which are in the above counties.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	2.0 and above.

TACOMA, WASH.

Area covered—Pierce, Thurston, Mason, Lewis, Grays Harbor, and Pacific Counties, Wash.

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	All	12.2 to 15.0.

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