GOALS AND TIMETABLES FOR MINORITIES AND WOMEN

From part 60-4 to 41 CFR Chapter 60 published at 41 CFR 14888-14894, April 8, 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	Goal (percent)
From Apr. 1, 1980, extended indefinitely	6.9

Notice of Requirement for Affirmative Action to Ensure Equal Employment Opportunity (Executive Oder 11246) (40 CFR 60-4.2(d)):

1. The bidders attention is called to the "Equal Opportunity Clause" (40 CFR 60-1.4(a)) and to the "Standard Federal Equal Opportunity Construction Contract Specifications" (40 CFR 60-4.3(a)), herby incorporated in this specification by reference.

2. The goals and timetables for minority and female participation, expressed in percentage terms for the contractor's aggregate workforce in each trade on all construction work in the covered area, are as follows:

Timetables	Goals for minority participation for each trade	Goals for women participation for trade
Until further Notice	_____%	6.9%

These goals are applicable to all the Contractor's construction work (whether or not it is Federal or federally assisted) performed in the covered area. If the contractor performs construction work in a geographical area located outside of the covered area, it shall apply the goals established for such geographical area where the work is actually performed. With regard to this second area, the contractor also is subject to the goals for both its federally involved and non-federally involved construction.

The Contractor's compliance with the Executive Order and the regulation in 41 CFR Part 60-4 shall be based on its implementation of the Equal Opportunity Clause, specific affirmative action obligations required by the specification set forth in 41 CFR 60-4.3(a), and its efforts to meet the goals. The hours of minority and female employment and training must be substantially uniform throughout the length of the contract, and in each trade, and the contractor shall make a good faith effort to employ minorities and women evenly on it projects. The transfer of minority or female employees or trainees form Contractor to Contractor or from project to project for the sole purpose of meeting the contractor's goals shall be a violation of the contract, the Executive Order and the regulation in 41 CFR part 60-4. Compliance with the goals will be measured against the total work hours performed.

3. The contractor shall provide written notification to the Director of the Office of Federal Contract Compliance Programs within 10 working days of award of any construction worked under the contract resulting from this solicitation. The notification shall list the name, address and telephone number of the subcontractor, employer, identification number for the subcontractor, estimated dollar amount of the subcontract, estimated starting and completion date; of the subcontract; and the geographical area in which the subcontract is to be performed.

4. As used in this Notice, and in the contract resulting from this solicitation the "covered area:

_____
(to be filled in by Project Engineer)
County, Minnesota