

FRIDAY, APRIL 7, 1978
PART IV



DEPARTMENT OF LABOR

Office of Federal Contract Compliance Programs

GOALS AND TIMETABLES FOR FEMALE AND MINORITY PARTICIPATION IN THE CONSTRUCTION INDUSTRY

Affirmative Action Requirements

[4510-27]

Title 41—Public Contract and Property
Management

CHAPTER 60—OFFICE OF FEDERAL CONTRACT
COMPLIANCE PROGRAMS, EQUAL EMPLOY-
MENT OPPORTUNITY, DEPARTMENT OF
LABOR

PART 60-4—CONSTRUCTION CONTRACTORS—
AFFIRMATIVE ACTION REQUIREMENTS

AGENCY: Office of Federal Contract
Compliance Programs; Labor.

ACTION: Final rule.

SUMMARY: The regulations published today establish specific affirmative action standards for women in construction and consolidate and standardize requirements for construction contractors and subcontractors subject to Executive Order 11246, as amended to promote equal employment opportunity in the construction industry. In addition, this document deletes certain regulations which are superseded.

EFFECTIVE DATE: These regulations shall take effect May 8, 1979.

FOR FURTHER INFORMATION
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SUPPLEMENTARY INFORMATION: On August 16, 1977, the Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, published in the *FEDERAL REGISTER* (42 FR 41378) a proposal to establish a new Part 41 CFR 60-4. The proposal set out specific regulations for the construction industry pursuant to Executive Order 11246, as amended. (30 FR 12319, 32 FR 14303) Comments from interested parties were received until October 15, 1977.

Over 510 separate written comments, presenting a broad spectrum of views, were submitted by individuals and groups. Over 235 comment letters were submitted by individuals on behalf of themselves; 61 by contractors; 56 by contractor associations; 48 by women's groups; 10 by law firms and consultant organizations; 42 by Federal, state, and local government agencies; and 32 by other organizations. Additional comments were received which were postmarked after October 15, 1977. These latter comments were analyzed and considered but they were not included in the count set forth above. Each submission has been thoroughly reviewed and each specific criticism and suggestion has been given careful consideration.

The majority of the comments were general in nature and contained no specific suggestion; rather they either expressed support for or opposition to the proposed rules. Two hundred forty three of the comment letters, primarily from individuals, expressed general

support and urged the Department of Labor to adopt the proposal as final regulations. Twenty-seven of the comments, primarily from contractors and unions, urged the Department of Labor either to delay the issuance of final regulations or to withdraw the proposal in its entirety. A small number of the comment letters requested that the Department of Labor delay final rulemaking and hold public hearings on the proposal.

SUMMARY OF COMMENTS

1. Other comments, primarily from contractors, expressed the view that the Department of Labor should withhold its decision on final regulations until the U.S. Supreme Court has rendered its decision in *The Regents of the University of California v. Allen Bakke*. These comments maintained that the Department's final regulation for the construction compliance program, particularly goal achievement level, would have to be consistent with the Supreme Court's decision in *Bakke*.

2. The obligation of federally involved construction contractors to take affirmative action to ensure equal employment opportunity, particularly for women, was a major issue treated by almost all the comments. In general, those comments received from contractors, contractor associations and unions, while recognizing that the industry's legal obligation to take affirmative action, expressed concern about the nature of the required actions. These comments characterize the goal levels as quotas and state that the goals would require contractors to hire unqualified persons, that qualified women craft workers are not available, that contractors would be required to displace other workers with women because of high unemployment in the industry, and that the required actions, particularly the recordkeeping requirements, placed an additional cost burden on contractors which would be difficult for small contractors to absorb.

3. Comments received from most women's organizations, community groups, and most of the Federal, state and local government agencies praised the proposal. These groups stated that without the specified affirmative action steps, particularly the goals and timetables, very little would be done to increase the participation of women in the construction industry. However, many of the comments from these groups stated that the specified goal levels were too low and achievement of them would constitute no real improvement of the position of women craft workers in the industry.

4. A number of comments from the construction industry (contractors and contractor associations) expressed the opinion that the obligation to take af-

firmative action to advance employment opportunity for minorities and females should be shared equally by contractors and their unions. Additionally, these comments stated that the effect of paragraphs 4 and 7d of the specifications in § 60-4.3(a) would be to require contractors to violate the exclusive referral provision in collective bargaining agreements with the unions, which, they say, would subject them to litigation under the National Labor Relations Act.

5. Construction industry comments also expressed concern about the extension of coverage of the affirmative action requirements to all federally involved construction contracts in excess of \$10,000. These comments pointed out that in the regulations for supply and service contractors, written affirmative action program requirements attach only to contracts of \$50,000 or more. Women's organizations, community groups, and some Government agencies felt that this coverage was needed to provide equal employment opportunities for minorities and women.

6. A number of the construction industry comments raised two concerns about paragraph 12 of the Standard Federal Equal Employment Opportunity Construction Contract Specifications (hereinafter, Specifications) which is set forth in § 60-4.3(a). They were concerned about obtaining an up-to-date list of debarred contractors and whether the prohibition extended to the contractor's non-Federal work.

7. Construction industry comments also expressed an inability to comply with the antiharassment provision in paragraph 7a of the Specifications which would require the contractor to ensure and maintain a working environment free of harassment, intimidation and coercion.

8. Women's organizations and a few Government agencies were concerned about the problems of double counting minority women. Women's organizations want minority women to be counted exclusively toward the achievement of the female goal level.

9. Construction industry comments expressed the view that paragraph 7c of the Specifications, which requires the contractor to document and maintain a record of all solicitations of offers from minority and female construction contractors and suppliers, constitutes a requirement to subcontract with minority and female companies, and questioned the authority of the Department of Labor to impose such a requirement under the Executive Order.

10. The different requirements imposed on construction contractors by Federal, state and local laws was a concern of the construction industry. They suggested that the rules be revised to provide that the Federal EEO

requirements would supersede all others. Women's organizations expressed concern that the proposal contained requirements, particularly goal levels, less rigorous than local statutes. They suggested that the more stringent of the two, particularly the higher goal levels, be required.

11. A few construction industry comments pointed out that the proposal apparently was a vehicle for establishing a nationwide program of specific affirmative action requirements for all covered construction. A few community organizations and women's groups applauded the Department's intention to establish this nationwide construction compliance program, expressing, however, concerns about the Department's ability to enforce such requirements.

12. Construction industry commentators also expressed concern about expanding the coverage of the construction compliance provisions to the contractor's entire work force rather than restricting it to federally involved projects.

13. In addition to specific suggestions, comments and views expressed on the provisions of the proposal, two alternative approaches to achieving equal employment opportunity in the construction industry were suggested. The AFL-CIO Building and Construction Trades Department submitted an alternative set of regulations patterned after the affirmative action requirements under section 503 of the Rehabilitation Act of 1973, as amended (29 U.S.C. 793). These alternative regulations provided for outreach, recruitment, and training, as well as analysis of job skill requirements and the dissemination of EEO policies, but did not include goals and timetables for the employment of minorities and women. The other approach, suggested by other unions and contractors, would emphasize outreach, recruitment and apprenticeship training as the means for advancing equal employment opportunity for women and minorities in the construction industry.

14. Hometown plans and voluntary efforts to advance equal employment opportunity were a specific concern of about 25 comments. The construction industry was concerned about the possibility that the proposal would have a chilling effect on voluntary joint labor, management and community efforts to increase the participation of women and minorities in the industry. Community organizations, Government agencies, and women's groups were concerned about the effectiveness of the current Hometown Plan structure. Specifically, they believe that these plans are being used by contractors and unions to shirk their obligations under the Executive Order.

15. Many comments were received from women's organizations, contrac-

tor associations and contracting and compliance agencies which requested that greater specificity be provided in the regulations regarding the time frame for notification to compliance agencies by contracting agencies and the notification by construction contractors to the compliance agency or the OFCCP of contractors and subcontracts awarded. Also, comments were received from several contracting agencies which indicated that the use of the term "offers" as opposed to "bidders" is inconsistent with the contracting terminology of those agencies.

16. Comments from women's groups as well as from some contractors expressed concern that the provision of paragraph 7a of the specifications that two or more women be assigned to a project may prevent one woman from obtaining a job if another woman is not available for employment at the project.

17. A number of comments were received from contractors and contractor associations requesting that an accommodation be made in the regulations to make less burdensome the record-keeping requirement of construction contractors and subcontractors, particularly small contractors.

18. Comments were received from women's groups which requested that the requirements be structured to prevent the hiring of one group to the exclusion of another, e.g. the hiring of white women to the exclusion of minority women or vice-versa.

19. Over the years, the OFCCP has responded to numerous requests from compliance and contracting agencies concerning the appropriate regulations applicable to construction contracts or subcontracts which are necessary, in whole or in part, to the performance of nonconstruction contracts. That is, a nonconstruction contractor must undertake construction work in order to perform its nonconstruction contract.

In the Discussion section below we will take up each of the issues treated in the comments as we analyze the regulations on a section-by-section basis.

BACKGROUND

Executive Order 11246, as amended, prohibits covered Federal contractors and subcontractors from discriminating against any employee or applicant for employment based on race, color, religion, sex, or national origin. In addition, contractors and subcontractors are required to take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex or national origin. Section 201 of the Order provides that the Secretary of Labor shall adopt rules, regulations and orders as he deems necessary and ap-

propriate to achieve the purposes of the Order. The regulations adopted today apply to Federal and federally assisted construction contractors and subcontractors.

Presently, all nonexempt Federal and federally assisted construction contractors are required to comply with the Equal Opportunity clause published at 41 CFR 60-1.4 (a) and (b). (Executive Order 11246, § 301.) In addition, to implement the affirmative action obligation of construction contractors and subcontractors set forth in § 202 of the Executive Order, the Office of Federal Contract Compliance Programs (OFCCP) has developed three different types of affirmative action programs. The programs include Imposed Plans, Hometown Plans, and Special Bid Conditions.

Imposed Plans for the most part cover major metropolitan areas where there is substantial Federal or federally assisted construction, and apply only to those projects which are in excess of \$500,000. These areas include Philadelphia, Washington, D.C., San Francisco, St. Louis, Atlanta, Camden, and Chicago. Imposed Plans generally have been published in 41 CFR Chapter 60 but the Philadelphia Imposed Plan has not been codified in the Code of Federal Regulations.

Hometown Plans are tripartite agreements among the contractors and the unions in a local area and the local minority community. The three groups develop a plan for compliance with the Executive Order and present it to the OFCCP for approval. If the plan is approved, it constitutes the contractors' obligations under the Executive Order and so long as they comply with the plan they also are in compliance with the Order. Presently, there are 33 Hometown Plans in operation.

Special Bid Conditions apply to contractors working on certain high impact projects which are being constructed in an area which is not covered by a Hometown or Imposed Plan.

These three types of affirmative action plans are not implemented through a regulatory scheme. Rather they are included in the solicitations which precede the award of contracts. One of the problems with this process is that substantial Federal or federally assisted construction is being conducted without benefit of specific affirmative action requirements. Also, contracting officers are confused by the different types of affirmative action plans and sometimes do not know which ones cover specific geographical areas or projects. In addition, some contracting agencies do not adhere to the different notices and formats developed by OFCCP. The imposed plans present a special problem because a number of contractors sometimes fail to sign the certification

which appears in the appendix of Imposed Plans. Failure to sign the certification frequently has been unrelated to the contractors' commitment to the affirmative action requirements. However, the certification has been held to be a material part of the bid and those bids which have not contained a signed certification have been rejected as nonresponsive. A number of these rejected bids have been the low bids, and the result has been to increase the cost of construction to the Government.

Another deficiency in the present scheme is that no specific affirmative action standards are applicable to women in the construction industry.

Under present procedures, compliance agencies develop Special Bid Conditions for high impact projects for which they have compliance responsibility. OFCCP approves the Bid Conditions, which have application only to the project for which they were approved. Accordingly, if a compliance agency fails to develop Special Bid Conditions for a project for which it has compliance responsibility, the project is not covered by an affirmative action plan (i.e., if the project is not in an area covered by a Hometown or an Imposed Plan). This would be true even though another project in the same labor market area may be covered by Special Bid Conditions developed by another compliance agency. The Special Bid Conditions do apply, however, to a covered contractor's entire workforce working in the labor market area where the covered project is located although some employees may not work on the project.

To correct these deficiencies, the Department of Labor today is adopting regulations which discontinue and terminate the use of certain practices and formats and which establish a new 41 CFR Part 60-4 covering construction contractors and subcontractors. This new Part 60-4, however, will not relieve contractors of the obligations they may have under state or local affirmative action or equal employment opportunity programs. Similarly, this Part 60-4 will not relieve the contractors of local resident hiring requirements such as those in the Public Works Employment Act of 1977 and the Community Development Block Grant Program.

Specifically, Parts 60-5 through 60-8 and Parts 60-10 through 60-11 (the published Imposed Plans) and the Philadelphia Plan are hereby deleted. Although Hometown Plans will be continued, signatories to those plans are required to submit goals and timetables for the utilization of women to the Director of OFCCP within 45 days from the effective date of the regulations, which goals shall not be less than those contained in the Notice published elsewhere in the FEDERAL

REGISTER today which establishes goals for women in the construction industry.

Imposed plans and Special Bid Conditions are discontinued as a means of complying with the Executive Order. In addition, the New Form for Federal Equal Employment Opportunity Bid Conditions for Federal and Federally Assisted Construction (41 FR 32482), commonly known as the Model Federal EEO Bid Conditions, is discontinued.

The new Part 60-4 applies to all Federal and federally assisted construction contractors and subcontractors holding Federal or federally assisted construction contracts or subcontracts in excess of \$10,000. Procedures also are established which all Federal contracting officers and applicants shall follow in awarding Federal or federally assisted construction contracts. The regulations also establish procedures administering agencies shall follow in making grants which result in the award of federally assisted construction contracts.

DISCUSSION

Section 60-4.1. This section establishes the scope and application of Part 60-4. By the terms of this section, Part 60-4 applies to all contractors and subcontractors who have a Federal or federally assisted construction contract or subcontract in excess of \$10,000.

1. Contractors opposed the extension of coverage to contracts in excess of \$10,000 (see item 5 in the Summary Comments). The Department of Labor's view is that it is appropriate to extend coverage to those contracts in excess of \$10,000. This view is based on the point that contracts in excess of \$10,000 represents a substantial expenditure of Federal dollars.

It also represents the level at which regulations implementing the Executive Order establish coverage for nonconstruction contractors (see 41 CFR 60-1.5(a)). Prior to the regulations published today, coverage was based on the value of the construction project and any contractor working on a project whose value was \$500,000 or more was covered regardless of the value of the contract held by an individual contractor or subcontractor. We believe, however, that coverage is based more appropriately on the amount of the contract held by the individual contractor and this position is consistent with coverage of nonconstruction contracts. We also believe that the in excess of \$10,000 volume is reasonable and promotes uniformity among contractors by treating construction contractors and nonconstruction contractors equally (see 41 CFR 60-1.5(a)).

2. This section also codifies an OFCCP policy of covering construc-

tion work performed by construction contractors for nonconstruction contractors which is necessary in whole or in part to the performance of a nonconstruction contract in excess of \$10,000. Although this provision was not contained in the August 16, 1977, proposal, it does not establish new requirements. Rather publication in these regulations simply codifies an existing policy and practice.

Section 60-4.2. This section creates a new notice to be included in all solicitations for offers and bids on all Federal and federally assisted construction contracts and subcontracts.

1. The notice is required to be included in the solicitation for Federal or federally assisted construction contracts in excess of \$10,000.

2. Nonconstruction contractors who contract with construction contractors for construction work which is necessary in whole or in part to the performance of a covered nonconstruction contractor must also include the notice in such contracts.

3. The notice will be included in all bid documents to put the contractor on notice that the prospective contract (in excess of \$10,000) is subject to the Executive Order. The notice also informs the bidder or offeror of the applicable goals and other requirements to which any contract resulting from the solicitation will be subject. Also, the word "bidders" has been added to the notice to accommodate those compliance agencies whose contract terminology does not include the word "offeror." (See item 15 in the Summary of Comments.)

4. The notice also requires the successful bidder to provide notice to the appropriate compliance agency and the OFCCP within 10 working days of the award of a subcontract under the contract. No specific notice form is required but the notice must be in writing and it must contain the name, address, and telephone number of the subcontractor; the dollar amount of the subcontract; and the geographical area in which the contract is to be performed.

Section 60-4.3. This section establishes the Standard Federal Equal Employment Opportunity Construction Contract Specifications. The specifications, in addition to the standard equal opportunity clauses, will be included in all federal and federally assisted construction contracts. The specifications also will be included in construction contracts let by nonconstruction contractors which are necessary in whole or in part to the performance of a Federal nonconstruction contract. The specifications and the notice provided for in §60-4.2(d) are designed to serve the same purposes which the Bid Conditions now serve. The specifications, however, establish specific and minimum affirmative

action obligations. These affirmative action obligations, in large measure, are the good faith steps contained in the present Bid Conditions. Some of the good faith steps were modified before being adopted as required affirmative action obligations and other affirmative action obligations are entirely new.

1. Paragraph 7 and its subparagraphs establish the affirmative action obligations. Comments from contractor groups objected to the anti-harassment provision in paragraph 7a. During the time it has considered extending specific affirmative action coverage to women in the construction industry, however, the Department of Labor has learned of many egregious examples of harassment of female workers. The comments do not challenge the existence of such conduct. The need to discourage harassment, intimidation and coercion is particularly important in an industry such as construction where the safety of workers may depend on a fellow worker. The contractor is in the best position to discourage such conduct and to ensure fair treatment of all employees.

Objections also were raised to the provision which states that where possible the contractor will assign two or more women to each construction project. The Department is fully aware that the very nature of construction work, such as the use of small workforces in certain trades, would not always accommodate the assignment of two or more women by a single contractor. However, where large workforces are being employed it is reasonable to assume that two or more women would be assigned to a construction project. Such a practice also should help to eliminate harassment and intimidation. Moreover, a contractor should not feel that it has met its affirmative action obligation simply by placing a token woman on the project and at the same time should not refuse to assign a woman to a project because there are not two openings.

2. Contractor groups also expressed objections to what they perceived as recordkeeping requirements. In fact no specific recordkeeping formats have been established. It will be necessary for contractors to maintain documentation of some of the specific actions they have taken such as a list of their minority and female recruitment sources (see Specification subparagraph 7b) and the names, addresses and telephone numbers of minority and female off-the-street applicants (7c). Such documentation is essential in order for the contract compliance program to be able to assess whether the contractor is taking the required action. Moreover, it is fair to presume that contractors already have in place some recordkeeping system for these types of activities and where adequate

records do exist the contractor is not obligated to establish new procedures.

3. Contractors also contended that paragraph 4 and subparagraph 7d of the Specifications would require them to violate the exclusive referral provisions of their collective bargaining agreements.

These arguments are unpersuasive and have been rejected in various court decisions upholding the principle that a contractor's noncompliance with its affirmative action obligations cannot be justified by the contractor's reliance on a collective bargaining agreement, and that the contractor must go outside of the terms of the agreement if that is the only way to maintain compliance with the Executive Order and the implementing rules, regulations and orders. See *Contractors Assn. of Eastern Pa. v. Secretary of Labor*, 442 F.2d 159 (3rd Cir. 1971), cert. denied, 404 U.S. 854 (1971); *Southern Illinois Builders Assn. v. Ogilvie*, 471 F.2d 680 (7th Cir. 1974); *Joyce v. McCrane*, 320 F.Supp. 1284 (D.N.J. 1970); *Associated General Contractors of Massachusetts v. Altschuler*, 490 F.2d 9 (1st Cir. 1973), cert. denied, 416 U.S. 957 (1974); *Equal Employment Opportunity Commission v. American Telephone & Telegraph Co.* 556 F.2d 167 (3rd Cir. 1977); *Savannah Printing Specialties & Paper Products Local Union 604 v. Union Camp Corp.*, 350 F.Supp. 632 (S.D. Ga. 1972).

It should be emphasized that the Department's position has not precluded and will not preclude enforcement actions against labor organizations for impeding the nondiscrimination/affirmative action obligations of federally-involved construction contractors and subcontractors under E.O. 11246. Such actions are specifically authorized under sections 209(a)(2) and (3) of the Order. See, e.g., *U.S. v. Carpenters Local 169*, 457 F. 2d 210 (7th Cir. 1972), cert. denied, 409 U.S. 851 (1972); *U.S. v. Papermakers Local 189*, 282 F. Supp. 30 (E.D. La. 1968), aff'd 416 F. 2d 980 (5th Cir. 1969), cert. denied, 397 U.S. 912 (1970); *U.S. v. Operating Engineers Local 701*, —F. Supp. —, 14 FEP Cases 1400 (D. Ore. 1977). Therefore, in order to facilitate enforcement efforts against labor organizations for interfering with the nondiscrimination/affirmative action obligations of federally-involved construction contractors, paragraph 7d of the specifications requires covered contractors and subcontractors to provide immediate written notification to the responsible compliance agency and to OFCCP when the union or unions with which the contractor has a collective bargaining agreement has not referred to the contractor a minority person or woman sent by the contractor, or when the contractor has other information that the union referral process has impeded the contractor's efforts to meet its obligations.

4. Paragraph 9 of the Specifications has been rewritten to address the concerns of the Deputy Comptroller General of the United States. The Deputy Comptroller General commented as follows:

This provision [paragraph 9] would require, in effect, the renegotiation of goals after the contract has been awarded rather than specifying separate goals and timetables which must be met by contractors in categories determined to be employing "particular groups" in a "substantially disparate manner."

Paragraph 9 has been rewritten to eliminate the requirement to establish separate goals. However, the section also makes it clear that the goals include all groups and that the contractor may not be in compliance if it has achieved its goal levels generally but employs certain groups in a substantially disparate manner. The minority goal, for example, includes blacks, American Indians, Hispanics, Asian and Pacific Islanders, and a contractor may not be in compliance if it meets its goal by employing one group and totally ignores another.

5. Paragraph 12 prohibits the contractor from entering into contracts with debarred contractors. Contractors were concerned about receiving notice of debarred contractors and whether the contracting prohibition applied to nonfederal contracts as well. The OFCCP maintains a list of debarred contractors which may be secured from that agency. In addition, all debarments effected under Executive Order 11246 are published in the FEDERAL REGISTER. Finally, paragraph 12 is not intended to cover contracts awarded by a Federal contractor for work to be performed on a project which is neither Federal nor federally assisted.

6. Some comments suggested that Federal EEO requirements should preempt state and local EEO requirements. Other comments suggested that the more stringent standards, whether Federal or state or local, should apply. The Federal Government, of course, may not preempt state and local government regulation of the construction industry (*Associated General Contractors of Mass. v. Altschuler*, 490 F. 2d 9 (1st cir. 1973)). The OFCCP has attempted to apply uniform standards to contractors and to provide the greatest protection to the greatest number of people under the Executive Order.

Section 60-4.4 and 60-4.5. The major change made in these two sections is the proviso in § 60-4.5 which requires that each contractor participating in the plan make a good faith effort to achieve its goals and that the overall good performance by other contractors does not excuse any contractor. This change was made in response to those comments to the effect that

some contractors were using the plans (and the accomplishments of other contractors in the plan area) to shirk their obligations under the Order. This change also is consistent with the Executive Order which imposes the nondiscrimination and affirmative action requirements on each contractor.

Section 60-4.6. This section requires the Director of OFCCP to issue goals and timetables for minority and female utilization which shall be based on appropriate workforce, demographic or other relevant data. The goals shall cover specific construction projects or construction contracts performed in specific geographical areas. Published elsewhere in the FEDERAL REGISTER today are goals for female utilization on construction projects. It is anticipated that within the very near future OFCCP will propose standards and goals for minority utilization pursuant to 41 CFR 60-4.6 of the regulations published today. Until those goals are published in final form the goals and timetables applicable under existing OFCCP requirements will continue to be effective.

A number of comments addressed the issue of goals and timetables. Contractors recognized the construction industry's obligation to take affirmative action but expressed concern about the nature of the required action. They characterized "goals" as quotas, stated that the goals requirement would require contractors to hire unqualified persons, stated that qualified female craft workers are not available and that contractors would be required to displace other workers with women because of high unemployment in the industry.

1. Section 201 of Executive Order 11246, as amended, mandates the Secretary of Labor to "adopt such rules and regulations and issue such orders as he deems necessary and appropriate to achieve the purposes . . ." of the Executive Order. Section 202 of the Executive Order requires every nonexempt Federal contractor or subcontractor, including Federal and federally assisted construction contractors and subcontractors (see § 301 of the Order), to take affirmative action.

The Department of Labor's experience with affirmative action has demonstrated that goals and timetables are the most concrete and effective system for implementing the affirmative action obligation contained in the Executive Order. Since goals and timetables were implemented as an affirmative action requirement, all Federal contractors and subcontractors except construction contractors have been required to establish goals and timetables for women. Construction contractors, on the other hand, have been required to establish goals for minority workers, and then, only if the con-

struction contract was being performed in a geographical area covered by a Hometown Plan or an Imposed Plan or if the contract was awarded subject to Special Bid Conditions. These were the three methods by which the Department of Labor specifically implemented the affirmative action obligation imposed on Government contractors and subcontractors. Unlike nonconstruction contractors, who were and are required to develop detailed affirmative action programs (which include goals and timetables for women and minorities), the only implemented affirmative action obligation imposed on construction contractors has been the goals and timetables established in the Hometown Plans, Imposed Plans or Special Bid Conditions. Nevertheless, all Government contractors and subcontractors, including construction contractors and subcontractors, agree in every contract to " . . . take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex or national origin." (Section 202, cl. 1, Executive Order 11246, as amended.)

In the past, as stated above, the OFCCP has used a number of methods to implement the affirmative action requirement of the Executive Order in the construction industry. These methods have included Hometown Plans, Imposed Plans and Special Bid Conditions. The basic affirmative action feature under each of these methods has been goals and timetables. Goals and timetables in large measure have been limited to minority utilization although the word "minority" was defined to include minority women. In the construction industry, however, goals and timetables generally have not been established for women. The notice published elsewhere in the FEDERAL REGISTER today, however, will establish goals and timetables for female utilization for construction contractors and subcontractors who are subject to Executive Order 11246, as amended.

A number of methods and procedures for establishing goals and timetables for the construction industry have been considered, and the OFCCP has concluded that this Notice form is the most reasonable and efficient way to inform construction contractors of their obligations and to protect workers under the Executive Order. First, the Hometown Plan concept contemplates that contractors, unions and the local community voluntarily will agree to an affirmative action plan, submit it to the OFCCP for approval and, if approved, compliance with the plan will constitute compliance with the Executive Order. This process is time consuming and does not always guarantee agreement. Indeed, under this process

only 62 Hometown Plans have been developed and approved and only presently exist. These plans cover only a small fraction of the cities in the country and only a small portion of Federal and federally assisted construction. Similarly, the Imposed Plans require long and drawn-out proceedings before they are implemented. These proceedings include public hearings in each area where the plan is proposed and subsequent publication in the FEDERAL REGISTER and codification in the Code of Federal Regulations. Moreover, the hearing process did not always produce reliable data upon which reasonable goals could be based thereby making it necessary for the OFCCP to develop the goals using Census Bureau prepared data. Through this process, seven plans have been imposed.

In order to cover some of the major Federal and federally assisted construction contracts being performed outside of Hometown and Imposed Plan areas, Special Bid Conditions were designed. Under this concept the compliance agencies establish goals and timetables for construction contracts for which they have compliance responsibility and submit the Special Bid Conditions to the OFCCP for approval prior to the time the bids or offers were solicited. Special Bid Conditions unlike Hometown and Imposed Plans, however, are limited to the project for which they were designed. Accordingly, two projects being in close proximity would require separate Bid Conditions if the projects involved were assigned to different agencies for compliance purposes, or no Bid Conditions at all if the compliance agency did not act prior to the solicitation.

The three affirmative action methods previously used do not allow for an efficient system which provides a fair degree of protection for construction employees. The notice system, on the other hand, allows for the use of the best data available, which was not always forthcoming in hearings, and an efficient and prompt implementation of the goals which result from that data.

A review of the status of women in the construction industry shows that unless specific affirmative action steps are prescribed, construction employment opportunities will not reach the female workforce of this country. For example, when these regulations were proposed last August, the preamble contained the following statement (41 FR 41379):

According to the 1970 Census of Population, women constituted 37 percent of the experienced civilian labor force, and 19 percent of all persons 18 years or older with vocational training in trades or crafts. At the same time, however, women constituted only 5 percent of the experienced labor force in craft and kindred occupations, and

only 1.2 percent of the experienced construction labor force. The gross disparity between the percentage of women in the labor force and the percentage of women in the construction trades undoubtedly will continue until positive action is taken to ensure that construction jobs are made available to women. A system of goals and timetables for women in construction will, based on prior experience, help to rectify the near total exclusion of female representation in the construction trades.

The interest of women in the construction trades and their availability for employment has been clearly demonstrated. In October, 1975, for example, the OFCCP conducted fact-finding hearings in Baltimore, Md., specifically relating to equal employment opportunity in the construction industry. Representatives from EEOC, various women's organizations, and academic institutions testified that discrimination and not the lack of available and interested female applicants is keeping the percentage of women in the construction trades at such a low level. Typical situations described in that testimony involved women trained as construction workers who gained membership in a union local but who were not hired although they stood at the front of the hall or at the top of the referral list, and who were subsequently told at a job site that they would never be hired because they were women. In another typical case a woman gained employment in a craft in which her husband already worked; subsequently both were laid off and after numerous attempts to find work the man was informed that he would not find a job until his wife left the craft.

Further evidence of the interest of and discrimination against women in the construction industry was presented at recent hearings held in California and Washington on the amendments of their State laws to include goals and timetables for women in apprenticeships. The growing number of organizations across the country whose purpose is the placement of women in the construction trades illustrates the high degree of interest and the large number of women interested in pursuing careers in the construction trades.

The longstanding reputation of the trades for excluding women discourages many women from applying for construction jobs. Thus, although many women are inclined toward jobs in the trades, far fewer actually apply. A study by two Stanford University psychologists demonstrates that the number of women applying for jobs in the construction trades would substantially increase were there goals for women. In that study, two groups of female job seekers were given three detailed job descriptions and were asked to rate their interest in the jobs on a scale of 1 to 5, from "not interested" to "extremely interested." Two of the three jobs described were traditionally female jobs and one was a construction job. Half of the booklets contained the following statement under the title of the construction jobs: "Equal Opportunity for Women, Note: Federal Law Now Requires That Companies Train and Hire A Certain Percentage of Women for the Job of [carpenter] Each Year." The other half of the booklets contained no statement about affirmative action. In the affirmative action group 33 percent of the women indicated a strong interest in the construction job, twice the percentage indicating a strong interest in the other group. Seventy percent of the women in the affirmative action group expressed

some degree of positive interest in construction jobs, one and one half as many as the other group. Clearly, there exists an available pool of women interested in applying for construction jobs.

The Maritime Administration which oversees enforcement of the Executive Order in the shipbuilding industry has provided the Department with some very useful documentation on both the availability of women for construction-related jobs and the positive impact of goals and timetables on the employment of women in those jobs. A number of the jobs in the shipbuilding industry are comparable to jobs in construction; the Maritime experience therefore is particularly useful. In the early 1972 the Maritime Administration began requiring goals and timetables for women by shipbuilding contractors. There experience was that as more women were employed, more women applied. Once women knew that they would be hired without regard to sex, they applied in large numbers. In at least one shipyard the applicant flow is now running at the rate of the normal workforce rate of women in that area. Unquestionably, the key reason for the increase of women in that industry is goals and timetables.

The results achieved in locations where goals for women have been set have been dramatic. In Seattle, Wash., since the imposition of goals for women in city construction, nearly every city construction project has had at least one woman working on the construction site. In California, the imposition of goals has resulted in the placement of 50 percent more women in construction jobs by Women in Apprenticeship, an outreach program operating in San Francisco designed to help place women in the skilled trades. Similarly, although there were only two women in Madison, Wis., construction jobs in 1975, there were, in 1976, after the imposition of goals, 15 women in those jobs.

The exclusion of women from well-paying jobs in the construction industry exists despite persistent effort among women to break into construction work. Although women have made substantial gains in other nontraditional jobs, the above statistics demonstrate that the exclusion of women from construction work will not be corrected and that the objectives of the Executive Order will not be realized unless positive steps are taken to bring together the female worker and the construction job. Accordingly, it is necessary to establish specific standards of affirmative action for women in the construction industry under Executive Order 11246, as amended. Therefore, the specific affirmative action requirements incorporated into these proposed regulations include specific requirements for ensuring equal employment opportunities for women as well as for minorities.

These factors show that women are available for construction and that they are not being utilized. Moreover, if women are to assume a fair number of construction jobs it is necessary to establish specific affirmative action requirements. The time has come to do that.

2. The Department of Labor recognizes the distinction between permissible affirmative action goals and timetables and impermissible quotas. In a March 23, 1973, memorandum the Departments of Justice and Labor and the Equal Employment Opportunity

Commission and the Civil Service Commission distinguished goals and timetables:

... Quota systems in the past have been used in other contexts as a quantified limitation, the purpose of which is exclusion, but this is not its sole definition. A quota system, applied in the employment context, would impose a fixed number or percentage which must be attained, or which cannot be exceeded; the crucial consideration would be whether the mandatory numbers of persons have been hired or promoted. Under such a quota system, that number would be fixed to reflect the population in the area, or some other numerical base, regardless of the number of potential applicants who meet necessary qualifications. If the employer failed, he would be subject to sanction. It would be no defense that the quota may have been unrealistic to start with, that he had insufficient vacancies, or that there were not enough qualified applicants, although he tried in good faith to obtain them through appropriate recruitment methods.

Any system which requires that considerations of relative abilities and qualifications be subordinated to considerations of race, religion, sex, or national origin in determining who is to be hired, promoted, etc., in order to achieve a certain numerical position has the attributes of a quota system which is deemed to be impermissible under the standards set forth herein.

A goal, on the other hand, is a numerical objective, fixed realistically in terms of the number of vacancies expected, and the number of qualified applicants available in the relevant job market. Thus, if through no fault of the employer, he has fewer vacancies than expected, he is not subject to sanction, because he is not expected to displace existing employees or to hire unneeded employees to meet his goal. Similarly, if he has demonstrated every good faith effort to include persons from the group which was the object of discrimination into the group being considered for selection, but has been unable to do so in sufficient numbers to meet his goal, he is not subject to sanction.

The Department of Labor continues to recognize the distinction between affirmative goals and impermissible quotas, and also follows the policy enunciated in the memorandum quoted above.

The Congress and the courts also have recognized and acquiesced in the affirmative action programs (including goals and timetables) required under Executive Order 11246. When Congress considered the Equal Employment Opportunity Act of 1972 (Pub. L. 92-261), Senator Saxbe made the following statement in support of his amendment to strike a provision which would have transferred the Executive Order program to the EEOC. (118 Cong. Rec. 1385):

The OFCC(P)'s affirmative action programs have tremendous impact and require that 260,000 Government contractors in all industries adopt positive programs to seek out minorities and women for new employment opportunities. To accomplish this objective, the OFCC(P) has utilized the proven business technique of establishing

"goals and timetables" to insure the success of the Executive Order program. It has been the "goals and timetables" approach which is unique to the OFCCPI's efforts in equal employment, coupled with extensive reporting and monitoring procedures that has given the promise of equal employment opportunity a new credibility.

The Executive Order program should not be confused with the judicial remedies for proven discrimination which unfold on a limited and expensive case-by-case basis. Rather, affirmative action means that all Government contractors must develop programs to insure that all share equally in the jobs generated by the Federal Government's spending. Proof of overt discrimination is not required.

Senator Saxbe's proposed amendment was adopted. 118 Cong. Rec. 1387-1398 (1972). In addition, 2 days after hearing the comments of Senator Saxbe, quoted above, Congress rejected an amendment offered by Senator Ervin which would have proscribed the adoption of goals by Government contractors. 118 Cong. Rec. 1676. In speaking against this amendment, Senator Javits had the Third Circuit's prior approval of affirmative action goals in *Contractors Ass'n. of Eastern Pa. v. Shultz*, 442 F.2d 159 (3d Cir. 1971), cert. denied, 404 U.S. 854 (1971), reprinted in the Congressional Record (118 Cong. Rec. 1665). Moreover, he argued that what the Ervin amendment sought to reach was:

[T]he whole concept of "affirmative action" as it has been developed under Executive Order 11246 and as a remedial concept under Title VII.

Philadelphia-type plans are based on the Federal Government's power to require its own contractors or contractors on projects to which it contributes—for example, State projects with a Federal contribution—to take affirmative action to enlarge the labor pool to the maximum extent by promoting full utilization of minority-group employees, and by making certain requirements for those who hire to seek out minority employees * * * 118 Cong. Rec. 1664 (1972).

Section 60-4.7. This section simply indicates that regulations in other parts of 41 CFR Chapter 60 applicable to construction contractors and subcontractors remain applicable. Specific examples are listed.

Section 60-4.8. This section establishes a show cause procedure to be followed when an investigation or compliance review has revealed a violation. The show cause notice, however, is not required if the matter is to be referred to the Department of Justice under Section 209(a)(2) of the Executive Order. In other words, the show cause notice is required if administrative rather than judicial proceedings are contemplated. In addition, the show cause notice must itemize the sections of the Order and regulations which the investigation revealed have been violated, the corrective actions necessary to achieve compliance, a request for a written response and a sug-

gested date for the conciliation conference (see 41 CFR 60-2.2(c)(1) (i)-(iv)).

Section 60-4.9. This section provides that by operation of the Executive Order, the equal opportunity clause (41 CFR 60-1.4), the Notice of Requirement for Affirmative Action to Ensure Equal Employment Opportunity (Executive Order 11246) contained in § 60-4.2 of the regulations adopted today and the Standard Federal Equal Employment Opportunity Specification contained in § 60-4.3 of the regulations adopted today shall be deemed to be included, as applicable, in every solicitation, contract and subcontract, required by the Order and the regulations in this chapter to include such clauses, whether or not they are physically included and whether or not the contract is written. This provision is consistent with case law. See *United States v. New Orleans Public Service, Inc.*, 553 F. 2d 459 (5th Cir. 1977), *reh'g denied*, 559 F. 2d 30, *pet. for cert. pending*, No. 77-497 and *United States v. Mississippi Power and Light Co.*, 553 F. 2d 480 (5th Cir. 1977), *reh'g denied*, 559 F. 2d 29, *pet. for cert. pending*, No. 77-605.

OTHER COMMENTS

1. Some comments expressed the view that the Department of Labor should withhold a decision until the Supreme Court has ruled in *The Regents of the University of California v. Bakke* case. It, of course, is always difficult to predict with precision how the Supreme Court will rule in a specific case. However, it is not likely that a ruling in that case, a university admissions case, would have the type of impact on these regulations that they should be held in abeyance until the Supreme Court has ruled.

2. Some contractor comments took the position that the obligation to take affirmative action should be shared equally by contractors and their unions. The Department of Labor does not disagree with the concept of a union taking affirmative action. However, coverage under the Executive Order is limited to Federal contractors and subcontractors. Unless the union is a contractor or subcontractor, in which case it is covered, the Executive Order authority over the union is limited.

3. Some comments objected to maintaining a record of solicitation of offers from minority and female contractors and suppliers. This provision is not intended to compel the contractor to contract with any specific group. It has been the Department of Labor's experience, however, that these contractors generally employ persons protected under the Executive Order. Thus, federally generated dollars are helping to increase employment opportunities for minorities and women. This provision, ultimately

though, is intended to help to evaluate the contractor's good faith efforts.

In consideration of the foregoing, 41 CFR Chapter 60 is amended by adding a new Part 60-4 as set forth below, and by deleting Parts 60-5; 60-6; 60-7; 60-8; 60-10; and 60-11. In addition, The Philadelphia Plan and the New Form for Federal Equal Employment Opportunity Bid Conditions for Federal and Federally Assisted Construction (41 FR 32482), commonly known as the Model Federal EEO Bid Conditions hereby are terminated and discontinued.

Dated: March 28, 1978.

RAY MARSHALL,
Secretary of Labor.

DONALD ELLISBURG,
Assistant Secretary,
Employment Standards
Administration.

WELDON J. ROUGEAU,
Director, OFCCP.

- Sec.
60-4.1 Scope and application.
60-4.2 Solicitations.
60-4.3 Equal opportunity clauses.
60-4.4 Affirmative action requirements.
60-4.5 Hometown plans.
60-4.6 Goals and timetables.
60-4.7 Effect on other regulations.
60-4.8 Show cause notice.
60-4.9 Incorporation by operation of the Order.

AUTHORITY: Secs. 201, 202, 205, 211, 301, 302, and 303 of E.O. 11246, as amended, 30 FR 12319; 32 FR 14303.

§ 60-4.1 Scope and application.

This part applies to all contractors and subcontractors which hold any Federal or federally assisted construction contract in excess of \$10,000. The regulations in this part are applicable to all of a construction contractor's or subcontractor's construction employees who are engaged in on site construction including those construction employees who work on a non-Federal or non-federally assisted construction site. This part also establishes procedures which all Federal contracting officers and all applicants, as applicable, shall follow in soliciting for and awarding Federal or federally assisted construction contracts. Procedures also are established which administering agencies shall follow in making any grant, contract, loan, insurance, or guarantee involving federally assisted construction which is not exempt from the requirements of Executive Order 11246, as amended.

In addition, this part applies to construction work performed by construction contractors and subcontractors for Federal nonconstruction contractors and subcontractors if the construction work is necessary in whole or in part to the performance of a non-construction contract or subcontract.

§ 60-4.2 Solicitations.

(a) All Federal contracting officers and all applicants shall include the notice set forth in paragraph (d) of this section and the Standard Federal Equal Employment Opportunity Construction Contract Specifications set forth in § 60-4.3 of this part in all solicitations for offers and bids on all Federal and federally assisted construction contracts or subcontracts to be performed in geographical areas designated by the Director pursuant to § 60-4.6 of this part. Administering agencies shall require the inclusion of the notice set forth in paragraph (d) of this section and the specifications set forth in § 60-4.3 of this part as a condition of any grant, contract, subcontract, loan insurance or guarantee involving federally assisted construction covered by this part 60-4.

(b) All nonconstruction contractors covered by Executive Order 11246 and the implementing regulations shall include the notice in paragraph (d) of this section in all construction agreements which are necessary in whole or in part to the performance of the covered nonconstruction contract.

(c) Contracting officers, applicants and nonconstruction contractors shall give written notice to the Director within 10 working days of award of a contract subject to these provisions. The notification shall include the name, address and telephone number of the contractor; employer identification number; dollar amount of the contract; estimated starting and completion dates of the contract; the contract number; and geographical area in which the contract is to be performed.

(d) The following notice shall be included in, and shall be a part of, all solicitations for offers and bids on all Federal and federally assisted construction contracts or subcontracts in excess of \$10,000 to be performed in geographical areas designated by the Director pursuant to § 60-4.6 of this part (see 41 CFR 60-4.2(a)):

NOTICE OF REQUIREMENT FOR AFFIRMATIVE ACTION TO ENSURE EQUAL EMPLOYMENT OPPORTUNITY (EXECUTIVE ORDER 11246)

1. The Offeror's or Bidder's attention is called to the "Equal Opportunity Clause" and the "Standard Federal Equal Employment Opportunity Construction Contract Specifications" set forth herein.

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 female participation in each trade
	Insert goals for each year.	Insert goals for each year.

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.

The Contractor's compliance with the Executive Order and the regulations in 41 CFR Part 60-4 shall be based on its implementation of the Equal Opportunity Clause, specific affirmative action obligations required by the specifications set forth in 41 CFR 60-4.3(a), and its efforts to meet the goals established for the geographical area where the contract resulting from this solicitation is to be performed. 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 each of its projects. The transfer of minority or female employees or trainees from 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 regulations 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 subcontract in excess of \$10,000 at any tier for construction work under the contract resulting from this solicitation. The notification shall list the name, address and telephone number of the subcontractor; employer identification number; estimated dollar amount of the subcontract; estimated starting and completion dates of the subcontract; and the geographical area in which the contract is to be performed.

4. As used in this Notice, and in the contract resulting from this solicitation, the "covered area" is (insert description of the geographical areas where the contract is to be performed giving the state, county and city, if any).

§ 60-4.3 Equal opportunity clauses.

(a) The equal opportunity clause published at 41 CFR 60-1.4(a) of this chapter is required to be included in, and is part of, all nonexempt Federal contracts and subcontracts, including construction contracts and subcontracts. The equal opportunity clause published at 41 CFR 60-1.4(b) is required to be included in, and is a part of, all nonexempt federally assisted construction contracts and subcontracts. In addition to the clauses described above, all Federal contracting officers, all applicants and all nonconstruction contractors, as applicable, shall include the specifications set forth in this section in all Federal and federally assisted construction contracts in excess of \$10,000 to be performed in geographical areas designated by the Director pursuant to § 60-4.6 of this part and in construction subcontracts in excess of \$10,000 necessary in whole or in part to the performance of nonconstruction Federal contracts and subcontracts covered under the Executive Order.

STANDARD FEDERAL EQUAL EMPLOYMENT OPPORTUNITY CONSTRUCTION CONTRACT SPECIFICATIONS (EXECUTIVE ORDER 11246)

1. As used in these specifications:

a. "Covered area" means the geographical area described in the solicitation from which this contract resulted;

b. "Director" means Director, Office of Federal Contract Compliance Programs, United States Department of Labor, or any person to whom the Director delegates authority;

c. "Employer identification number" means the Federal Social Security number used on the Employer's Quarterly Federal Tax Return, U.S. Treasury Department Form 941.

d. "Minority" includes:

(i) Black (all persons having origins in any of the Black African racial groups not of Hispanic origin);

(ii) Hispanic (all persons of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish Culture or origin, regardless of race);

(iii) Asian and Pacific Islander (all persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands); and

(iv) American Indian or Alaskan Native (all persons having origins in any of the original peoples of North America and maintaining identifiable tribal affiliations through membership and participation or community identification).

2. Whenever the Contractor, or any Subcontractor at any tier, subcontracts a portion of the work involving any construction trade, it shall physically include in each subcontract in excess of \$10,000 the provisions of these specifications and the Notice which contains the applicable goals for minority and female participation and which is set forth in the solicitations from which this contract resulted.

3. If the Contractor is participating (pursuant to 41 CFR 60-4.5) in a Hometown Plan approved by the U.S. Department of Labor in the covered area either individually or through an association, its affirmative action obligations on all work in the Plan area (including goals and timetables) shall be in accordance with that Plan for those trades which have unions participating in the Plan. Contractors must be able to demonstrate their participation in and compliance with the provisions of any such Hometown Plan. Each Contractor or Subcontractor participating in an approved Plan is individually required to comply with its obligations under the EEO clause, and to make a good faith effort to achieve each goal under the Plan in each trade in which it has employees. The overall good faith performance by other Contractors or Subcontractors toward a goal in an approved Plan does not excuse any covered Contractor's or Subcontractor's failure to take good faith efforts to achieve the Plan goals and timetables.

4. The Contractor shall implement the specific affirmative action standards provided in paragraphs 7a through p of these specifications. The goals set forth in the solicitation from which this contract resulted are expressed as percentages of the total hours of employment and training of minority and female utilization the Contractor should reasonably be able to achieve in each construction trade in which it has employees in the covered area. The Contractor is expected to make substantially uniform progress toward its goals in each craft during the period specified.

5. Neither the provisions of any collective bargaining agreement, nor the failure by a union with whom the Contractor has a collective bargaining agreement, to refer either minorities or women shall excuse the Contractor's obligations under these specifications, Executive Order 11246, or the regulations promulgated pursuant thereto.

6. In order for the nonworking training hours of apprentices and trainees to be counted in meeting the goals, such apprentices and trainees must be employed by the Contractor during the training period, and the Contractor must have made a commitment to employ the apprentices and trainees at the completion of their training, subject to the availability of employment opportunities. Trainees must be trained pursuant to training programs approved by the U.S. Department of Labor.

7. The Contractor shall take specific affirmative actions to ensure equal employment opportunity. The evaluation of the Contractor's compliance with these specifications shall be based upon its effort to achieve maximum results from its actions. The Contractor shall document these efforts fully, and shall implement affirmative action steps at least as extensive as the following:

a. Ensure and maintain a working environment free of harassment, intimidation, and coercion at all sites, and in all facilities at which the Contractor's employees are assigned to work. The Contractor, where possible, will assign two or more women to each construction project. The Contractor shall specifically ensure that all foremen, superintendents, and other on-site supervisory personnel are aware of and carry out the Contractor's obligation to maintain such a working environment, with specific attention to minority or female individuals working at such sites or in such facilities.

b. Establish and maintain a current list of minority and female recruitment sources, provide written notification to minority and female recruitment sources and to community organizations when the Contractor or its unions have employment opportunities available, and maintain a record of the organizations' responses.

c. Maintain a current file of the names, addresses and telephone numbers of each minority and female off-the-street applicant and minority or female referral from a union, a recruitment source or community organization and of what action was taken with respect to each such individual. If such individual was sent to the union hiring hall for referral and was not referred back to the Contractor by the union or, if referred, not employed by the Contractor, this shall be documented in the file with the reason therefor, along with whatever additional actions the Contractor may have taken.

d. Provide immediate written notification to the Director when the union or unions with which the Contractor has a collective bargaining agreement has not referred to the Contractor a minority person or woman sent by the Contractor, or when the Contractor has other information that the union referral process has impeded the Contractor's efforts to meet its obligations.

e. Develop on-the-job training opportunities and/or participate in training programs for the area which expressly include minorities and women, including upgrading programs and apprenticeship and trainee programs relevant to the Contractor's employment needs, especially those programs funded or approved by the Department of Labor. The Contractor shall provide notice

of these programs to the sources complied under 7b above.

f. Disseminate the Contractor's EEO policy by providing notice of the policy to unions and training programs and requesting their cooperation in assisting the Contractor in meeting its EEO obligations; by including it in any policy manual and collective bargaining agreement; by publicizing it in the company newspaper, annual report, etc.; by specific review of the policy with all management personnel and with all minority and female employees at least once a year; and by posting the company EEO policy on bulletin boards accessible to all employees at each location where construction work is performed.

g. Review, at least annually, the company's EEO policy and affirmative action obligations under these specifications with all employees having any responsibility for hiring, assignment, layoff, termination or other employment decisions including specific review of these items with onsite supervisory personnel such as Superintendents, General Foremen, etc., prior to the initiation of construction work at any job site. A written record shall be made and maintained identifying the time and place of these meetings, persons attending, subject matter discussed, and disposition of the subject matter.

h. Disseminate the Contractor's EEO policy externally by including it in any advertising in the news media, specifically including minority and female news media, and providing written notification to and discussing the Contractor's EEO policy with other Contractors and Subcontractors with whom the Contractor does or anticipates doing business.

i. Direct its recruitment efforts, both oral and written, to minority, female and community organizations, to schools with minority and female students and to minority and female recruitment and training organizations serving the Contractor's recruitment area and employment needs. Not later than one month prior to the date for the acceptance of applications for apprenticeship or other training by any recruitment source, the Contractor shall send written notification to organizations such as the above, describing the openings, screening procedures, and tests to be used in the selection process.

j. Encourage present minority and female employees to recruit other minority persons and women and, where reasonable, provide after school, summer and vacation employment to minority and female youth both on the site and in other areas of a Contractor's workforce.

k. Validate all tests and other selection requirements where there is an obligation to do so under 41 CFR Part 60-3.

l. Conduct, at least annually, an inventory and evaluation at least of all minority and female personnel for promotional opportunities and encourage these employees to seek or to prepare for, through appropriate training, etc., such opportunities.

m. Ensure that seniority practices, job classifications, work assignments and other personnel practices, do not have a discriminatory effect by continually monitoring all personnel and employment related activities to ensure that the EEO policy and the Contractor's obligations under these specifications are being carried out.

n. Ensure that all facilities and company activities are nonsegregated except that separate or single-user toilet and necessary changing facilities shall be provided to assure privacy between the sexes.

o. Document and maintain a record of all solicitations of offers for subcontracts from minority and female construction contractors and suppliers, including circulation of solicitations to minority and female contractor associations and other business associations.

p. Conduct a review, at least annually, of all supervisors' adherence to and performance under the Contractor's EEO policies and affirmative action obligations.

8. Contractors are encouraged to participate in voluntary associations which assist in fulfilling one or more of their affirmative action obligations (7a through p). The efforts of a contractor association, joint contractor-union, contractor-community, or other similar group of which the contractor is a member and participant, may be asserted as fulfilling any one or more of its obligations under 7a through p of these Specifications provided that the contractor actively participates in the group, makes every effort to assure that the group has a positive impact on the employment of minorities and women in the industry, ensures that the concrete benefits of the program are reflected in the Contractor's minority and female workforce participation, makes a good faith effort to meet its individual goals and timetables, and can provide access to documentation which demonstrates the effectiveness of actions taken on behalf of the Contractor. The obligation to comply, however, is the Contractor's and failure of such a group to fulfill an obligation shall not be a defense for the Contractor's noncompliance.

9. A single goal for minorities and a separate single goal for women have been established. The Contractor, however, is required to provide equal employment opportunity and to take affirmative action for all minority groups, both male and female, and all women, both minority and non-minority. Consequently, the Contractor may be in violation of the Executive Order if a particular group is employed in a substantially disparate manner (for example, even though the Contractor has achieved its goals for women generally, the Contractor may be in violation of the Executive Order if a specific minority group of women is underutilized).

10. The Contractor shall not use the goals and timetables or affirmative action standards to discriminate against any person because of race, color, religion, sex, or national origin.

11. The Contractor shall not enter into any Subcontract with any person or firm debarred from Government contracts pursuant to Executive Order 11246.

12. The Contractor shall carry out such sanctions and penalties for violation of these specifications and of the Equal Opportunity Clause, including suspension, termination and cancellation of existing subcontracts as may be imposed or ordered pursuant to Executive Order 11246, as amended, and its implementing regulations, by the Office of Federal Contract Compliance Programs. Any Contractor who fails to carry out such sanctions and penalties shall be in violation of these specifications and Executive Order 11246, as amended.

13. The Contractor, in fulfilling its obligations under these specifications, shall implement specific affirmative action steps, at least as extensive as those standards prescribed in paragraph 7 of these specifications, so as to achieve maximum results from its efforts to ensure equal employment opportunity. If the Contractor fails to comply with the requirements of the Execu-

tive Order, the implementing regulations, or these specifications, the Director shall proceed in accordance with 41 CFR 60-4.8.

14. The Contractor shall designate a responsible official to monitor all employment related activity to ensure that the company EEO policy is being carried out, to submit reports relating to the provisions hereof as may be required by the Government and to keep records. Records shall at least include for each employee the name, address, telephone numbers, construction trade, union affiliation if any, employee identification number when assigned, social security number, race, sex, status (e.g., mechanic, apprentice, trainee, helper, or laborer), dates of changes in status, hours worked per week in the indicated trade, rate of pay, and locations at which the work was performed. Records shall be maintained in an easily understandable and retrievable form; however, to the degree that existing records satisfy this requirement, contractors shall not be required to maintain separate records.

15. Nothing herein provided shall be construed as a limitation upon the application of other laws which establish different standards of compliance or upon the application of requirements for the hiring of local or other area residents (e.g., those under the Public Works Employment Act of 1977 and the Community Development Block Grant Program).

(b) The notice set forth in 41 CFR 60-4.2 and the specifications set forth in 41 CFR 60-4.3 replace the New Form for Federal Equal Employment Opportunity Bid Conditions for Federal and Federally Assisted Construction published at 41 FR 32482 and commonly known as the Model Federal EEO Bid Conditions, and the New Form shall not be used after the regulations in 41 CFR part 60-4 become effective.

§ 60-4.4 Affirmative action requirements.

(a) To implement the affirmative action requirements of Executive Order 11246 in the construction industry, the Office of Federal Contract Compliance Programs previously has approved affirmative action programs commonly referred to as "Hometown Plans," has promulgated affirmative action plans referred to as "Imposed Plans" and has approved "Special Bid Conditions" for high impact projects constructed in areas not covered by a Hometown or an Imposed Plan. All solicitations for construction contracts made after the effective date of the regulations in this part shall include the notice specified in § 60-4.2 of this part and the specifications in § 60-4.3 of this part in lieu of the Hometown and Imposed Plans including the Philadelphia Plan and Special Bid Conditions. Until the Director has issued an order pursuant to § 60-4.6 of this part establishing goals and timetables for minorities in the appropriate geographical areas or for a project covered by Special Bid Conditions, the goals and timetables for minorities to be inserted in the Notice require by 41 CFR 60-4.2 shall be the goals and ti-

metables contained in the Hometown Plan, Imposed Plan or Special Bid Conditions presently covering the respective geographical area or project involved.

(b) Signatories to a Hometown Plan (including heavy highway affirmative action plans) shall have 45 days from the effective date of the regulations in this part to submit under such a Plan (for the Director's approval) goals and timetables for women and to include female representation on the Hometown Plan Administrative Committee. Such goals for female representation shall be at least as high as the goals established for female representation in the Notice issued pursuant to 41 CFR 60-4.6. Failure of the signatories, within the 45-day period, to include female representation and to submit goals for women or a new plan, as appropriate, shall result in an automatic termination of the Office of Federal Contract Compliance Program's approval of the Hometown Plan. At any time the Office of Federal Contract Compliance Programs terminates or withdraws its approval of a Hometown Plan, or when the Plan expires and another Plan is not approved, the contractors signatory to the Plan shall be covered automatically by the Specifications set forth in § 60-4.3 of this part and by the goals and timetables established for that geographical area pursuant to § 60-4.6 of this part.

§ 60-4.5 Hometown plans.

(a) A contractor participating, either individually or through an association, in an approved Hometown Plan (including heavy highway affirmative action plans) shall comply with its affirmative action obligations under Executive Order 11246 by complying with its obligations under the Plan: *Provided*, That each contractor or subcontractor participating in an approved Plan is individually required to comply with the equal opportunity clause set forth in 41 CFR 60-1.4; to make a good faith effort to achieve the goals for each trade participating in the Plan in which it has employees; and that the overall good performance by other contractors or subcontractors toward a goal in an approved Plan does not excuse any covered contractor's or subcontractor's failure to take good faith efforts to achieve the Plan's goals and timetables. If a contractor is not participating in an approved Hometown Plan it shall comply with the Specifications set forth in § 60-4.3 of this part and with the goals and timetables for the appropriate area as listed in the Notice required by 41 CFR 60-4.2 with regard to that trade. For the purposes of this part 60-4, a contractor is not participating in a Hometown Plan for a particular trade if it:

(1) Ceases to be signatory to a Hometown Plan covering that trade;

(2) Is signatory to a Hometown Plan for that trade but is not party to a collective bargaining agreement for that trade;

(3) Is signatory to a Hometown Plan for that trade but is party to a collective bargaining agreement with labor organizations which are not or cease to be signatories to the same Hometown Plan for that trade;

(4) Is signatory to a Hometown Plan for that trade and is party to a collective bargaining agreement with a labor organization for that trade but the two have not jointly executed a specific commitment to minority and female goals and timetables and incorporated the commitment in the Hometown Plan for that trade;

(5) Is participating in a Hometown Plan for that Trade which is no longer acceptable to the Office of Federal Contract Compliance Programs;

(6) Is signatory to a Hometown Plan for that trade but is party to a collective bargaining agreement with a labor organization for that trade and the labor organization and the contractor have failed to make a good faith effort to comply with their obligations under the Hometown Plan for that trade.

(b) Contractors participating in Hometown Plans must be able to demonstrate their participation and document their compliance with the provisions of the Hometown Plan.

§ 60-4.6 Goals and timetables.

The Director, from time to time, shall issue goals and timetables for minority and female utilization which shall be based on appropriate workforce, demographic or other relevant data and which shall cover construction projects, or construction contracts performed in specific geographical areas. The goals shall be applicable to each construction trade in a covered contractor's or subcontractor's entire workforce which is working in the area covered by the goals and timetables, shall be published as notices the FEDERAL REGISTER, and shall be inserted by the contracting officers and applicants, as applicable, in the Notice required by 41 CFR 60-4.2.

§ 60-4.7 Effect on other regulations.

The regulations in this part are in addition to the regulations contained in this chapter which apply to construction contractors and subcontractors generally. See particularly, 41 CFR 60-1.4 (a), (b), (c), (d), and (e); 60-1.5; 60-1.7; 60-1.8; 60-1.26; 60-1.29; 60-1.30; 60-1.32; 60-1.41; 60-1.42; 60-1.43; and 41 CFR part 60-3; part 60-20; part 60-30; part 60-40; and part 60-50.

§ 60-4.8 Show cause notice.

If an investigation or compliance review reveals that a construction contractor or subcontractor has violated the Executive Order, any contract

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clause, specifications or the regulations in this chapter and if administrative enforcement is contemplated, the Director shall issue to the contractor or subcontractor a notice to show cause which shall contain the items specified in (i)-(iv) of 41 CFR 60-2.2(c)(1). If the Contractor does not show good cause within 30 days, or in the alternative, fails to enter an acceptable conciliation agreement which includes where appropriate, make up goals and timetables, back pay, and seniority relief for affected class members, the compliance agency shall

follow the procedure in 41 CFR 60-1.26(b): *Provided*, That where a conciliation agreement has been violated, no show cause notice is required prior to the initiation of enforcement proceedings.

§ 60-4.9 Incorporation by operation of the Order.

By operation of the Order, the equal opportunity clause contained in § 60-1.4, the Notice of Requirement for Affirmative Action to Ensure Equal Employment Opportunity (Executive Order 11246) contained in § 60-4.2, and

the Standard Federal Equal Employment Opportunity Construction Contract Specifications (Executive Order 11246) contained in § 60-4.3 shall be deemed to be a part of every solicitation or of every contract and subcontract, as appropriate, required by the Order and the regulations in this chapter to include such clauses whether or not they are physically incorporated in such solicitation or contract and whether or not the contract is written.

[FR Doc. 78-9083 Filed 4-6-78; 8:45 am]

[4510-27]

DEPARTMENT OF LABOROffice of Federal Contract Compliance
Programs**WOMEN AND MINORITIES IN CONSTRUCTION****Goals and Timetables for Female and Minority
Participation in the Construction Industry**

Regulations (41 CFR 60-4.6) published by the Department of Labor in the *FEDERAL REGISTER* today require the Director of the Office of Federal Contract Compliance Programs (OFCCP) to issue goals and timetables for minority and female utilization for Federal and federally assisted construction contractors and subcontractors. The regulations require that the goals be based on workforce, demographic or other relevant data.

The regulations also require that the goals and timetables be published in the *FEDERAL REGISTER* in a notice of general information to the public but not for public comment. However, last August when the Department of Labor proposed a new Part 60-4 to 41 CFR Chapter 60, a notice proposing to establish goals and timetables for women in the construction industry was published for public comment because the OFCCP previously had not required goals for women in the construction industry under the Executive Order program, and because of the general interest in this subject (42 FR 41383). The comments have been reviewed and analyzed.

This notice is issued pursuant to 41 CFR 60-4.6 and establishes goals and timetables for women and minorities under Executive Order 11246, as amended (3 CFR Part 169 (1974)), in the construction industry. The goals for female utilization are expressed in terms of hours of training and employment as a proportion of the total number of hours to be worked by the contractor's aggregate work force, which includes all supervisory personnel, in each trade on all projects (both Federal and non-Federal).

GOALS FOR FEMALE UTILIZATION

A review of statistics relating to women in the construction industry shows an almost total exclusion of women from employment. Continued reliance by contractors on established hiring practices may reasonably be expected to result in a continuation of almost total female exclusion. Indeed, the female representation level in the construction industry is so low that the data packages prepared by the Bureau of the Census pursuant to contract with OFCCP are of little or no value as a source for computing goals for women on a Standard Metropolitan Statistical Area (SMSA) or local basis. To implement the affirmative action requirement of Executive Order

11246, as amended, and to achieve a program of equal employment opportunity for women, in the construction industry, goals and timetables are established in this Notice for female participation.

OFCCP has examined and considered a number of approaches for developing affirmative action goals for women. Methods, including the female workforce, different proportions of the female workforce, and female representation in apprenticeship positions were examined.

Thought also had been given to establishing a pilot program for the purpose of developing a data base on which female goals could be developed. Each of these methods, however, suffers from certain deficiencies such as a tendency toward initial goals either so high or so low that the result would be meaningless. This Notice considers the relevant characteristics of the construction industry as they relate to developing goals and timetables for women and the need to establish effective implementation of the Executive Order.

The goals for women in construction are established for a period of three years. The goals are 3.1 percent, 5 percent, and 6.9 percent for the first, second, and third year, respectively. These goals are developed using two sets of statistics. First, according to the 1970 census, ("Table 229 Selected Occupations by Major Industry of the Experienced Civilian Labor Force," Detailed Characteristics United States Summary, VS.PC(1)DL, U.S. Census—1970), the female workforce currently classified as craftsmen and kindred workers in the construction industry is 1.2 percent. By extrapolating from Census data (using the categories of craftsmen and kindred workers and operatives in the construction industry), the female participation rate is remarkably similar—1.3 percent. The category, operatives, includes workers who frequently are considered construction craftsmen (e.g., drywall installers and lathers, asbestos and insulation workers, and welders). In addition, according to the 1970 Census ("Table 224 Occupations of Experienced Civilian Labor Force by Race and Sex, and Weeks Worked in 1969 and Experienced Workers not in Labor Force by Sex," Detailed Characteristics United States Summary, Vol. PC(1)DL, U.S. Census, 1970), women constitute 5 percent of all craft and kindred workers. This occupation group includes apparel craftsmen and upholsterers, bakers, cabinetmakers, construction craftsmen, foremen, linemen and servicemen—telephone and power, locomotive engineers and firemen, mechanics and repairmen, metal craftsmen (except mechanics), printing craftsmen, stationary engineers and power station operators, and other

craftsmen and kindred workers. This group consists of workers in occupations with working conditions similar to those found in the construction industry. These occupations require skills and abilities comparable to those required of employees working in the construction industry. These nonconstruction occupations are closely related to construction craft work, and demonstrate a comparatively higher female participation rate which also demonstrates a willingness on the part of women to undertake the types of work which include the occupation of construction craftsmen.

It is reasonable to expect therefore that within a two-year period the construction industry, by undertaking affirmative action, could achieve a 5 percent female participation goal. This same effort would raise the goal to 6.9 percent in the third year. The statistics on which these goals are based are national in scope. Such statistics are not available on an SMSA or county basis. Moreover, the female population is distributed evenly throughout the country.

The female goal is nation-wide, applies to all construction contractors and subcontractors who hold a Federal or federally assisted construction contract or subcontract in excess of \$10,000, and the goal applies to such contractor's entire workforce. Also, under the regulation governing construction contractors under Executive Order 11246 published today in the *FEDERAL REGISTER*, Hometown Plans are required to submit goals for women to the Director for approval. No goals lower than those established herein will be approved. If the Hometown Plans do not submit female affirmative action goals within the specified period and receive approval, the Department's approval of the plan will be withdrawn automatically and the goals established herein shall be applicable in those Hometown areas.

These initial goals are intended to provide immediate equal employment opportunity for women in the construction industry.

In order to develop goals and timetables for women in construction on a more permanent basis, a working committee will be established to make recommendations to the Director, OFCCP, on the total involvement of women in the construction industry. The exact structure and composition of the committee has not been determined.

Contractors are advised, however, that where higher state, local or other jurisdictional goals for women are in effect, compliance with the goals, and timetables proposed herein would not relieve the contractor of its obligation to comply with the higher local goal. Similarly, this Notice does not affect or limit in any way the application of

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requirements providing for the employment of local residents such as those contained in the Community Development Block Grant and the Public Work Employment Act grant programs.

GOALS FOR MINORITIES

The preamble to regulations establishing a new part 60-4 to 41 CFR chapter 60 published elsewhere in the FEDERAL REGISTER today, 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-

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 I¹

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	11.5 to 14.5.
	Cement masons	25.5 to 27.5.
	Electricians	6.0 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..	11.6 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 & 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.

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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 28.9.
	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.
Until further notice.	Iron workers.....	35.0 to 43.0.
	Sheetmetal workers.....	25.0 to 31.0.
	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.....	16.3 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 18.0.
	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—Drival 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.

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GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	Asbestos workers..	08.6 to 10.3
	Bricklayers.....	16.3 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.....	16.3 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.	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.	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.	Asbestos workers..	32.3 to 37.7.
	Bricklayers.....	17.4 to 19.5.
	Electricians.....	06.6 to 07.8.
	Elevator constructors.	15.5 to 16.0.
	Glaziers.....	25.2 to 28.6.
	Ironworkers.....	11.6 to 14.0.
	Lathers.....	21.1 to 22.0.
	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, Lusas, Ottawa, Williams, and Wood Counties, Ohio.

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	6.0 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 15.6.
	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.

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	24.0 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.

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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.	16.3 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 28.0.
	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.....	25.5 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.

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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.

SPOKANE, WASH.

Area covered—Washington Counties: Spo-
kane, Whitman, Lincoln, Adams, Stevens,
Pend Oreille, Columbia, Garfield, Asotin,
Ferry, Okanogan, Chelan, Douglas and
Grant (north of Highway 2), and in connec-
tion with Indian employment, parts of any
other counties included in reservations in-
corporating portions of the above area;
Idaho: Boundary, Bonner, Kootenai, Sho-
shone, Benewah, Latah, Clearwater, Nez
Perce, Lewis, and Idaho, and in connection
with Indian employment, any other terri-
tory 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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