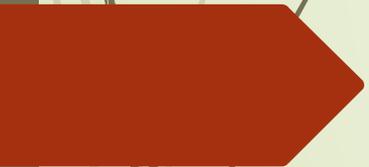


NDDOT
CIVIL RIGHTS
DIVISION



STAFF

- ▶ Gail Brown – Title VII/EEO; Contractor Compliance; Labor Compliance; Davis-Bacon and LCPtracker
- ▶ Amy Conklin –DBE Program/Supportive Services & OJT Program/Supportive Services
- ▶ Paula Messmer – Title VI/Nondiscrimination and ADA
- ▶ Sheila Kitzan – Administrative Support

Civil Rights



Ramona Bernard
Director
328-2576



Gail Brown
328-2605



Amy Conklin
328-3116



Sheila Kitzan
328-2563



Paula Messmer
328-2978



(Davis - Bacon)

- **Mandatory** for projects bid on or after October 13, 2017
- **NO** paper payroll accepted
- SP is in every federal-aid project
- Do **NOT** waste time checking the math! The system does this for you.
- Should be taking 5 to 15 minutes per payroll.



continued.....

- CRD will set up all projects
- Prime Contractors responsible for setting up their subs
- 2017 - 85% of payrolls were filed electronically
- Make sure to CLOSE your projects!

- Labor Compliance Interview module coming soon.



CONTRACTOR COMPLIANCE

- We continued to deal with ongoing issues of sexual harassment on our projects in 2017.
- We also dealt with issues of free speech/racial harassment.
- We saw a drop in the number of female workers on our projects.
- Make sure Contractors are using our **Posters** – anything else is a waste of your time.
- Bulletin Board should be **accessible, complete and neatly kept up.**
- **TRUCKING!!!**

B2GNOW – NDDOT Certification and Compliance System = CCS

NDDOT
North Dakota
Department of Transportation

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To request accommodations for disabilities and/or language assistance, contact Civil Rights Division, NDDOT, crshelp@nd.gov or TTY 711, or complete the Request for Reasonable Accommodations Form (SFN 60135) at <http://www.do.nd.gov/forms/sfn60135.pdf> as soon as possible.



CCS continued.....

- ▶ All payments to both DBE and non-DBE subcontractors of all tiers must be reported in CCS for any projects bid after October 1, 2017.
- ▶ This process is outlined in the new DBE SP, included in all federally funded proposals and also located on the Civil Rights website.



DBE SPECIAL PROVISION

- 2 Day Requirement
 - 5 Days for Form B – No Quote Copies Allowed
 - DBE Plan Now Part of GFE/Cover Letter
 - Bid Differentials Must Be Submitted Using Form SFN 60829
 - No Award Subject To
- 



NEW 2018-2020 Triennial DBE Overall Goal - 4.91% RGN = 3.25% RGC = 1.66%

DBEs No Longer In The Program

Labor Masters - 5/1/2017 (withdrew)

Simplex & JC Supply - 7/5/2017 (withdrew)

Interstate Sealant & Concrete - 8/16/2017 (withdrew)

Sambatek - 1/25/2018 (withdrew)

Reiner Contracting - 6/28/2017 (graduated)

JD Donovan - 7/31/2017 (graduated)

Morris Sealcoat & Trucking - 7/11/2017 (graduated)

Dormark, Inc. - 10/4/2017 (graduated)

West River Striping - 1/17/2018 (graduated)



ACDBE and Transit

- ACDBE = Airport Concessionaire Disadvantaged Business Enterprise
- Current ACDBE's:
 - BellHarr Transport
 - DF Express, LLC dba La Boutique
 - Heraclius, LLC
 - Leslie Saunders Insurance Agency, Inc.
 - Longhouse Inventory Solutions
 - LSCO, LLC dba Fly N Buy
 - Mountain West Drivers Corp.
- Transit 2017-2019 Goal for NDDOT is 1.25% (RGN)



TITLE VI/Nondiscrimination and ADA

- ▶ Prohibits discrimination based on race, color, national origin; sex, age, disability, Limited English Proficiency and income status.
 - ▶ Protect the public interest
 - ▶ Ensure compliance at all levels
 - ▶ Ensure opportunity to comment on all projects
 - ▶ NDDOT ADA Transition Plan
 - ▶ Request for Reasonable Accommodations (SFN 60135)
 - ▶ Telephonic Interpreter Service



EXTERNAL COMPLAINTS OF DISCRIMINATION

- ▶ Right to File a Complaint
 - ▶ NDDOT, FHWA, FTA, U.S. DOT
 - ▶ Process defines who will investigate
 - ▶ NDDOT Director appoints staff
 - ▶ External Complaints of Discrimination (SFN 51795)



QUESTIONS?

Contact CRD at 328-2563 or civilrights@nd.gov