

**GOALS AND TIMETABLES
FOR MINORITIES AND
WOMEN**

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

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

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

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

WELDON J. ROUGEAU,
Director, OFCCP.

MARCH 28, 1978.

APPENDIX A

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

AREA COVERED

Goals for Women apply nationwide.

GOALS AND TIMETABLES

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

APPENDIX B

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

(12-13-78) PN 652

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

REGION 1

BOSTON, MASS. AREA

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

GOALS AND TIMETABLES

Timetable	Trade	Goal (percent)
Until further notice.	Asbestos workers..	10.8 to 10.12
	Boilermakers	9.8 to 12.0
	Bricklayers	8.0 to 10.0
	Carpenters	11.6 to 14.5
	Cement masons	25.5 to 27.5
	Electricians	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 '7 Dock Builders.	10.8 to 13.5

ELMIRA, N.Y. AREA

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

GOALS AND TIMETABLES

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

LONG ISLAND, N.Y. AREA

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

GOALS AND TIMETABLES

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

WESTCHESTER, N.Y. AREA

Area covered—Westchester County, N.Y.

GOALS AND TIMETABLES

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

REGION III

STATE OF DELAWARE AREA

Area covered—State of Delaware.