

(e) *Timing of reviews*—(1) *Reporting year.* The State Director will schedule Civil Rights compliance reviews from November 1 to October 31 of each year. For example, compliance reviews scheduled during 1976 should be conducted after November 1, 1975, but before October 31, 1976.

(2) *Initial reviews*—(i) *Water and Waste Disposal loan and/or grant.* The initial compliance review will be conducted before loan or grant closing or before the construction begins, whichever occurs first.

(ii) *Technical Assistance grants, Technical Assistance and Training grants (Pub. L. 99-198) and Nonprofit National Corporations grants.* The initial compliance review will be conducted before the grant is closed.

(iii) *Rural Housing Site loan.* The initial compliance review will be conducted at the beginning of the sale of the sites developed with the FmHA or its successor agency under Public Law 103-354 loan.

(iv) *Watershed loans for future water supply.* The initial compliance review will be made when usage of the stored water begins.

(v) *All other loans and/or grants.* The initial compliance review of loans and/or grants listed in paragraph (a) of this section will be conducted within the first reporting year after the loan or grant is closed or after Form FmHA or its successor agency under Public Law 103-354 400-4 is signed.

(3) *Subsequent reviews.* The State Director is responsible for requiring subsequent compliance reviews at intervals not less than 90 days, or more than 3 years, after the previous compliance review.

(i) For Water and Waste Disposal organizations with loans that have had at least two compliance reviews after loan closing covering a six-year period, and where no discriminatory practices are indicated, the frequency of subsequent reviews may be reduced to six years.

(ii) If Water and Waste Disposal organizations have merged to form a new organization, two reviews will be conducted at 3-year intervals after the merger and one every 6 years thereafter, provided no discriminatory practices are noted.

(f) *State Office summary reports.* The State Director will keep a list of all compliance reviews conducted during the reporting year so as to schedule each year's reviews. The State Director will submit a copy of this list to the Administrator, Attention: Equal Opportunity Office, no later than July 31 of each year. Recipients found in non-compliance will also be listed on the summary report. Exhibit B is a sample report. For Technical Assistance and Training grants and Nonprofit National Corporations grants, the Assistant Administrator, Community and Business Programs, will submit a summary report, using exhibit B of this subpart as a guide, to the Equal Opportunity Officer by July 31 of each year.

[41 FR 40112, Sept. 17, 1976, as amended at 52 FR 41949, Nov. 2, 1987; 53 FR 3860, Feb. 10, 1988; 55 FR 5962, Feb. 21, 1990; 57 FR 11559, Apr. 6, 1992; 58 FR 5565, Jan. 22, 1993; 58 FR 58643, Nov. 3, 1993; 59 FR 41389, Aug. 12, 1994; 61 FR 3781, Feb. 2, 1996; 62 FR 16468, Apr. 7, 1997; 62 FR 33510, June 19, 1997; 62 FR 42387, Aug. 7, 1997; 68 FR 69952, Dec. 16, 2003]

**§ 1901.205 Nondiscrimination in construction financed with FmHA or its successor agency under Public Law 103-354 loan or grant.**

Executive Order 11246 provides for equal employment opportunity without regard to race, color, religion, sex, or national origin and the elimination of all facilities segregated on the basis of race, color, religion, or national origin on construction work financed by FmHA or its successor agency under Public Law 103-354 involving a construction contract of more than \$10,000.

(a) *Compliance.* This section applies to Federal or federally assisted construction contracts or subcontracts in excess of \$10,000 for on-site construction. It also applies to invitations for bids published for such construction. If construction work of over \$10,000 is partially financed by another Federal Agency, the County Supervisor will try to reach an agreement as to which agency will administer the non-discrimination requirements. If unable to reach an agreement, the County Supervisor will refer the case to the State Director.

(b) *Requirements of applicants, contractors, or subcontractors and responsible*

*FmHA or its successor agency under Public Law 103-354 officials—(1) Applicant.* The applicant will be required to execute Form FmHA or its successor agency under Public Law 103-354 400-1, "Equal Opportunity Agreement," at the time the loan is closed or before construction is started, whichever occurs first. If the applicant is an incorporated association, a resolution of the governing body will authorize execution of the form. Municipalities or other public bodies will have to incorporate references to this form in the loan resolution before it is adopted. If the applicant wants to publish for bids, the applicant must obtain Form FmHA or its successor agency under Public Law 103-354 1924-5, "Invitation for Bid (Construction Contract)" which is in compliance with Executive Order 11246, from the local FmHA or its successor agency under Public Law 103-354 County Supervisor.

(2) *Contractor or Subcontractor.* (i) The prospective contractor or subcontractor must submit Form FmHA or its successor agency under Public Law 103-354 400-6, "Compliance Statement," to the County Supervisor before contract bid negotiations, and comply with the requirements of Executive Order 11246, which are included with Form FmHA or its successor agency under Public Law 103-354 1924-6, "Construction Contract," during the performance of the contract. The contract will contain the required "Standard Federal Equal Employment Opportunity Construction Contract Specifications" goals and timetables as set forth in exhibit D.

(ii) The contractor or subcontractor will prepare and submit Form Contract Compliance (CC) 257, "Monthly Employment Utilization Report" to the appropriate regional office of the U.S. Department of Labor (USDL) (see exhibit E, "List of Regional Offices") by the fifth of each month through completion of the contract.

(3) *The County Supervisor or the responsible FmHA or its successor agency under Public Law 103-354 official will:* (i) Deliver to the contractor the following forms, as appropriate:

(A) Form FmHA or its successor agency under Public Law 103-354 400-3, "Notice to Contractors and Appli-

cants," with an attached Equal Employment Opportunity Poster. Posters in Spanish will be provided when appropriate,

(B) Form FmHA or its successor agency under Public Law 103-354 400-6, and

(C) Form CC 257.

(ii) Deliver to the applicant Form FmHA or its successor agency under Public Law 103-354 1924-5 when contractors are to be invited to submit bids, and Form FmHA or its successor agency under Public Law 103-354 1924-6 to contract for construction.

(iii) Explain to applicant and contractor the requirements of Executive Order 11246, when needed. However, inquiries concerning compliance must be addressed to the appropriate regional office of USDL (see exhibit E).

(iv) Submit a report similar in form and content to exhibit C ("FmHA or its successor agency under Public Law 103-354 Financed Contract") of this Instruction to the appropriate regional office of USDL (Exhibit E) within 10 calendar days of the date a contract or subcontract in excess of \$10,000 is awarded.

(c) *Contractors with 100 or more employees and contract over \$10,000.* Contractors with 100 or more employees and contract over \$10,000, will file the following with the Joint Reporting Committee, 1800 G Street NW., Washington, DC 20006:

(1) SF-100 "Employer Information Report EEO-1," within 30 days of contract award unless the report has been submitted within the past 12 months, and

(2) An annual report by March 31, so long as the contractor holds any FmHA or its successor agency under Public Law 103-354 financed contract in excess of \$10,000.

(d) *Contractor with at least 50 employees and contract of \$50,000 or more.* Each contractor or subcontractor with at least 50 employees and contract of \$50,000 or more, must develop a written affirmative action compliance program for each project. This must be on file in each contractor's or subcontractor's personnel file within 120 days after the beginning of the contract. Form AD-425 provides guidelines for developing compliance programs.

(e) *Compliance during construction.* The County Supervisor will:

- (1) Check to see that:
  - (i) Required posters are displayed.
  - (ii) There is no evidence of discrimination in employment.

(2) Record findings on Form FmHA or its successor agency under Public Law 103-354 1924-12, "Inspection Report."

(3) If there is any evidence of non-compliance, the County Supervisor will report all the facts to the appropriate office of USDL (see exhibit E).

(f) *Hometown Plans.* All construction contracts and subcontracts in excess of \$10,000, financed by FmHA or its successor agency under Public Law 103-354, in areas which have Hometown Plans regarding affirmative action and equal employment, are subject to the conditions set forth in the applicable plan. Each State Director should seek the advice of the OGC as to compliance with any such plans in the State Director's jurisdiction.

(g) *Discrimination complaints.* (1) Complaints alleging discriminatory acts may be filed directly with the appropriate regional office of USDL (see exhibit E) or with the County Supervisor or the State Director for subsequent forwarding to the above address, by any employee or applicant for employment with a contractor or subcontractor.

(2) Each complaint must be in writing and signed by the complainant (The FmHA or its successor agency under Public Law 103-354 official receiving the complaint will assist complainant when necessary). The complaint will include:

- (i) Name, address, and telephone number of complainant.
- (ii) Name and address of the person allegedly discriminating.
- (iii) Date and place of the discrimination.
- (iv) Description of the discrimination.
- (v) Any other information that will assist in investigating and resolving the complaint.

(3) Complaints must be filed not later than 180 days after the alleged act unless the State Director extends the time, for good cause shown by the complainant.

[43 FR 58356, Dec. 14, 1978, as amended at 44 FR 24852, Apr. 27, 1979; 52 FR 8002, Mar. 13, 1987]

EXHIBIT A TO SUBPART E OF PART 1901—  
CIVIL RIGHTS COMPLIANCE REVIEWS

To: State Director, FmHA or its successor agency under Public Law 103-354.

Civil Rights compliance reviews have been conducted, and each recipient listed below was found in compliance with title VI of the Civil Rights Act of 1964. Information which led to this finding and my determination that the recipient is in compliance are in the running record of the recipient's file.

Recipient	Case No.	Type of assistance <sup>1</sup>	Date of review
Sam H. Smith ....	99-05-7031 (rec.)	OL	Jan. 3, 1975.
John A. Jones ...	99-05-8764 ...	RL	Feb. 17, 1975.
Medina Housing Association.	99-05-9176 grant.	TA	Mar. 5, 1975.

<sup>1</sup> Indicate only the loans or grants received which are subject to compliance reviews.

County Supervisor

EXHIBIT B TO SUBPART E OF PART 1901—SUMMARY REPORT OF CIVIL RIGHTS  
COMPLIANCE REVIEWS

To: Administrator, FmHA or its successor agency under Public Law 103-354.  
Attention: Director, Equal Opportunity Staff.

I. Civil Rights Compliance Reviews have been conducted, and the following recipients were found in compliance with title VI of the Civil Rights Act of 1964.

Loan type	Loan number	Type of review
		Pre-award* post-award**

- 1.
- 2.
- 3.

\*A pre-award review is a compliance review conducted prior to loan or grant approval.  
\*\*A post-award review is a compliance review conducted after loan closing.

II. The following recipients were found in non-compliance:

Name of borrower	Loan type	Loan number	Type of review		Date report of noncompliance sent to nat. ofc.
			Pre-award	post-award	
1.					
2.					
3.					

State Director.

(7 U.S.C. 1989; 42 U.S.C. 1480; 7 CFR 2.23; 7 CFR 2.70)

[47 FR 39127, Sept. 7, 1982]

EXHIBIT C TO SUBPART E OF PART 1901—  
FMHA OR ITS SUCCESSOR AGENCY  
UNDER PUBLIC LAW 103-354 FI-  
NANCED CONTRACT

To: Area Director, Office of Federal Contract Compliance Program, U.S. Department of Labor (DOL) (Insert address for your DOL area, from exhibit E, FmHA or its successor agency under Public Law 103-354 Instruction 1901-E)

We submit the following information relative to a construction contract in excess of \$10,000:

- 1. Contractor's name: \_\_\_\_\_
- Address: \_\_\_\_\_
- Telephone Number: \_\_\_\_\_
- Employer's Identification Number: \_\_\_\_\_
- 2. Contract for: \_\_\_\_ \$ \_\_\_\_\_
- Starting Date: \_\_\_\_\_
- Completion Date: \_\_\_\_\_
- Contract Number: \_\_\_\_\_
- City: \_\_\_\_\_
- DOL Region: \_\_\_\_\_

[52 FR 8002, Mar. 13, 1987]

EXHIBIT D TO SUBPART E OF PART 1901—  
GOALS AND TIMETABLES FOR MINORI-  
TIES AND WOMEN

The preamble to regulations establishing a new part 60-4 to 41 CFR chapter 60 published at 43 FR 14888-14894, April 7, 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 in-

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 assisted 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

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not part of that workforce is performing work on a Federal or federally assisted construction contract or subcontract.

**REGION <sup>1</sup>**

**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**  
[In percent]

Timetable	Trade	Goal
Until further notice	Asbestos workers .....	10.8–10.12
	Boilermakers .....	9.6–12.0
	Bricklayers .....	8.0–10.0
	Carpenters .....	11.6–14.5
	Cement masons .....	25.5–27.5
	Electricians .....	6.0–7.0
	Elevator constructors .....	9.5–11.4
	Glaziers .....	8.8–11.0
	Ironworkers .....	5.9–6.9
	Lathers .....	6.9–8.9
	Operating engineers .....	14.1–15.0
	Painters .....	9.1–11.1
	Pipefitters .....	11.0–12.1
	Plasterers .....	20.5–22.5
	Plumbers .....	9.8–11.8
	Roofers .....	8.4–10.5
	Sheetmetal workers .....	10.1–12.1
	Sprinkler fitters .....	12.3–15.6
	All other trades .....	10.3–12.3

**STATE OF RHODE ISLAND AREA**

*Area covered*—Statewide.

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	5.0

**REGION II**

**BUFFALO, NY AREA**

*Area covered*—Erie County and Buffalo, NY.

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice .....	All .....	10.6–13.2

<sup>1</sup>Region 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 numbered I through X respectively.

**CAMDEN, NJ AREA**

*Area covered*—Camden, NJ, area of Camden, Salem, and Gloucester Counties.

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	Asbestos workers .....	11.6–14.5
	Boilermakers .....	10.8–13.5
	Bricklayers .....	17.8–20.0
	Carpenters .....	11.2–13.0
	Cement masons .....	12.0–15.0
	Electricians .....	14.9–17.8
	Elevator constructors .....	10.8–13.5
	Glaziers .....	16.0–20.0
	Lathers .....	10.8–13.5
	Operating engineers .....	10.0–12.5
	Painters/decorators/paper-hangers .....	8.8–12.8
	Plasterers .....	17.0–19.0
	Plumbers/pipefitters/steam-fitters .....	8.4–10.5
	Roofers .....	8.4–10.5
	Sheetmetal workers .....	11.2–14.0
	Sprinkler fitters .....	10.8–13.5
	Structural metal workers .....	12.9–15.3
	Wharf 7 dock builders .....	10.8–13.5

**ELMIRA, NY AREA**

*Area covered*—Chemung, Steuben, Schuyler, Tioga, and Yates Counties, NY.

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	4.0–5.0

**LONG ISLAND, NY AREA**

*Area covered*—Nassau and Suffolk Counties, NY.

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	6.0–8.0

**WESTCHESTER, NY AREA**

*Area covered*—Westchester County, NY.

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	11–13

**REGION III**

**STATE OF DELAWARE AREA**

*Area covered*—State of Delaware.

RHS, RBS, RUS, FSA, USDA

GOALS AND TIMETABLES  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	11-13

PHILADELPHIA, PA, AREA

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

GOALS AND TIMETABLES  
[In percent]

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

PITTSBURGH, PA, AREA

*Area covered*—Allegheny County, PA.

GOALS AND TIMETABLES  
[In percent]

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

WASHINGTON, DC, 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  
[In percent]

Timetable	Trade	Goal
Until further notice	Electricians .....	28.0-34.0
	Painters and paperhangers	35.0-42.0
	Plumbers, pipefitters and steamfitters.	25.0-30.0
	Iron workers .....	35.0-43.0

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GOALS AND TIMETABLES—Continued  
[In percent]

Timetable	Trade	Goal
	Sheetmetal workers .....	25.0-31.0
	Elevator constructors .....	34.0-40.0
	Asbestos workers .....	26.0-32.0
	Lathers .....	34.0-40.0
	Boilermakers .....	24.0-30.0
	Tile and terrazzo workers	28.0-34.0
	Glaziers .....	28.0-34.0

REGION IV

ATLANTA, GA, AREA

*Area covered*—Atlanta, GA, Standard Metropolitan Statistical Area which includes Fulton, DeKalb, Cobb, Clayton, and Gwinnett Counties.

GOALS AND TIMETABLES  
[In percent]

Timetable	Trade	Goal
Until further notice	Asbestos workers .....	8.6-10.3
	Bricklayers .....	16.3-18.2
	Carpenters .....	11.0-12.8
	Electricians .....	10.9-12.2
	Glaziers .....	10.2-12.2
	Ironworkers .....	14.0-16.0
	Metal lathers .....	10.0-12.0
	Painters .....	10.3-12.0
	Plumbers .....	9.4-10.9
	Pipefitters .....	9.4-10.9
	Plasterers .....	24.4-25.8
	Roofers .....	18.0-20.0
	Sheetmetal workers .....	9.5-11.3
	Sprinkler fitters .....	8.3-9.9
	Operating engineers .....	24.0-27.7
	Elevator installers .....	9.6-11.5

BIRMINGHAM, AL, AREA

*Area covered*—Jefferson, Shelby, and Walker Counties, AL.

GOALS AND TIMETABLES  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	20-24

CHARLOTTE, NC, AREA

*Area covered*—Mecklenburg and Union Counties, NC.

GOALS AND TIMETABLES  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	24-30

JACKSONVILLE, FL, AREA

*Area covered*—Drival County, FL.

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**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	20–23

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, and Washington Counties, KY; and Clark, Floyd and Harrison Counties, IN.

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	12.0–16.0

MIAMI, FL, AREA

*Area covered*—Dade County, FL.

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	20.0–40.0

NASHVILLE, TN, AREA

*Area covered*—City of Nashville, TN.

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	16.0–20.0

REGION V

AKRON, OH, AREA

*Area covered*—Summit, Portage, and Medina Counties, OH.

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	10.0–12.5

CANTON, OH, AREA

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

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**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	7.0–8.4

CHICAGO, IL, AREA

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

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	Asbestos workers .....	8.6–10.3
	Bricklayers .....	16.3–8.2
	Carpenters .....	11.0–12.8
	Electricians .....	10.9–12.2
	Elevator installers .....	9.6–11.5
	Glaziers .....	10.2–12.2
	Ironworkers .....	14.0–16.0
	Metal lathers .....	10.0–12.0
	Painters .....	10.3–12.1
	Plumbers .....	9.4–10.9
	Pipe fitters .....	9.4–10.9
	Plasterers .....	24.4–25.8
	Roofers .....	18.0–20.0
	Sheetmetal workers .....	9.5–11.3
	Sprinkler fitters .....	8.3–9.9
	Operating engineers .....	( <sup>1</sup> )

<sup>1</sup> 15.7 and above.

CINCINNATI, OH, 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**  
[In percent]

Timetable	Trade	Goal
Until further notice	Asbestos workers .....	9.3–12.2
	Boilermakers .....	8.0–8.4
	Carpenters .....	9.0–10.7
	Elevator constructors .....	10.2–12.7
	Engineers (stationary) .....	26.9–28.4
	Floor layers .....	9.0–10.5
	Glaziers .....	9.1–11.1
	Lathers .....	9.3–10.6
	Marble, tile and terrazzo workers and helpers.	8.3–9.9
	Millwrights .....	9.1–10.3
	Painters .....	11.0–13.5
	Pipefitters .....	10.0–12.0
	Plasterers .....	8.7 to 9.6
	Plumbers .....	10.0–12.7
	Sheetmetal workers .....	10.1–11.3
	All other .....	11.0–11.8

CLEVELAND, OH, AREA

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

RHS, RBS, RUS, FSA, USDA

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GOALS AND TIMETABLES  
[In percent]

Timetable	Trade	Goal
Until further notice	Art glass workers .....	25.4–28.6
	Asbestos workers .....	20.9–23.9
	Boilermakers .....	16.3–18.9
	Bricklayers .....	28.8–29.5
	Carpenters .....	8.0–8.6
	Cement masons .....	41.1–42.2
	Electricians .....	15.1–18.1
	Elevator constructors .....	28.9–32.5
	Glaziers .....	35.8–40.0
	Ironworkers .....	11.4–13.2
	Painters .....	17.7–18.4
	Pipefitters .....	15.7–17.9
	Plasterers .....	21.6–23.2
	Plumbers .....	20.8–23.4
	Roofers .....	28.9–31.8
	All other .....	17.0–18.8

DAYTON, OH, AREA

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

GOALS AND TIMETABLES  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	10.6–11.8

DETROIT, MI., AREA

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

GOALS AND TIMETABLES  
[In percent]

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

EVANSVILLE, IN, AREA

Area covered—Vanderburgh County, IN.

GOALS AND TIMETABLES  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	6.3–7.6

FORT WAYNE, IN, AREA

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

GOALS AND TIMETABLES  
[In percent]

Timetable	Trade	Goal
Until further notice	Plumbers .....	5.2–5.5
	Steamfitters .....	5.2–5.5
	Carpenters .....	5.7–5.2
	Bricklayers .....	9.3–10.4
	Electricians .....	5.2–5.9
	Sheetmetal workers .....	4.4–5.2
	Ironworkers .....	7.3–8.4
	Operating engineers .....	5.2–6.0
	Painters .....	11.0–12.0
	All other .....	7.1–8.0

INDIANAPOLIS, IN, AREA

Area covered—Marion County, IN.

GOALS AND TIMETABLES  
[In percent]

Timetable	Trade	Goal
Until further notice	Asbestos workers .....	32.2–37.7
	Bricklayers .....	17.4–19.5
	Electricians .....	6.6–7.8
	Elevator constructors .....	15.5–18.0
	Glaziers .....	25.2–28.6
	Ironworkers .....	11.6–14.0
	Lathers .....	21.1–22.0
	Operating engineers .....	7.7–8.8
	Painters .....	22.4–25.0
	Plasterers .....	27.5–30.4
	Plumbers .....	25.5–30.0
	Roofers .....	15.9–18.1
	Sheetmetal workers .....	9.3–10.9
	Steamfitters .....	14.9–17.1
	All other .....	14.1–16.2

PEORIA, IL, AREA

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

GOALS AND TIMETABLES  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	5.0–6.0

ROCKFORD, IL, 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, IL.



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GOALS AND TIMETABLES  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	10.0-12.0

SOUTH BEND, IN, AREA

*Area covered*—St. Joseph, County, IN.

GOALS AND TIMETABLES  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	8.0-10.0

TOLEDO, OH, AREA

*Area covered*—Defiance, Fulton, Hancock, Henry, Lusas, Ottawa, Williams, and Wood Counties, OH.

GOALS AND TIMETABLES  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	10.7-12.3

YOUNGSTOWN, OH AREA

*Area covered*—Columbiana, Mahoning, and Trumbull Counties, OH; and Lawrence and Mercer Counties, PA.

GOALS AND TIMETABLES  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	6.0-7.1

REGION VI

EL PASO, TX, AREA

*Area covered*—El Paso County, TX.

GOALS AND TIMETABLES  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	55.1-66.2

LAWTON, OK, AREA

*Area covered*—Commanche County, OK.

GOALS AND TIMETABLES  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	15.8-16.8

LITTLE ROCK, AR, AREA

*Area covered*—Pulaski County, AR.

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GOALS AND TIMETABLES  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	25.6-30.6

NEW ORLEANS, LA.

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

GOALS AND TIMETABLES  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	20-23

TULSA, OK

*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, OK.

GOALS AND TIMETABLES  
[In percent]

Timetable	Trade	Goal
Until further notice	Bricklayers .....	24.0-25.0
	Carpenters .....	17.0-18.0
	Cement masons .....	21.5-22.5
	Floor covers .....	12.0-14.0
	Glaziers, glass workers .....	14.7-17.3
	Operating engineers .....	22.0-24.0
	Painters .....	18.0-20.0
	Pipefitters .....	10.0-12.0
	Plumbers .....	11.6-13.2
	Roofers .....	12.0-14.0
	Sheetmetal workers .....	8.0-10.0
	All other trades .....	12.0-14.4

REGION VII

KANSAS CITY (KS) AND (MO)

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

<sup>1</sup> Area covered is east of the Illinois Central RR.

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

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

**RHS, RBS, RUS, FSA, USDA**

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	Asbestos workers .....	10.3–11.7
	Boilermakers .....	5.9–6.4
	Bricklayers .....	19.4–20.7
	Carpenters .....	5.9–6.9
	Carpet, linoleum and resilient floor decorators.	5.5–6.4
	Cement masons .....	25.5–26.5
	Elevator constructors .....	9.2–10.7
	Electricians .....	8.0–9.4
	Glaziers .....	9.8 to 10.5
	Lathers .....	14.5–15.6
	Marble masons, tile layers and terrazzo workers.	7.5–9.0
	Marble and tile helpers .....	4.8–5.6
	Operating engineers .....	9.0–10.9
	Painters .....	14.3–15.0
	Pipefitters .....	6.9–7.7
	Plasterers .....	19.0–20.4
	Plumbers .....	8.3–9.3
	Roofers .....	14.0–15.0
	Sheetmetal workers .....	7.0–8.0
	Teamsters .....	25.0–26.0
All other trades .....	11.4–12.5	

**OMAHA, NE**

*Area covered*—Sharp and Douglas Counties, NE, Council Bluffs, IA (city limits only).

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	9.0–10.0

**ST. LOUIS, MO**

*Area covered*—City of St. Louis, Mo., and St. Louis, MO.

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	Asbestos workers .....	5.2–5.7
	Boilermakers .....	34.0–37.7
	Bricklayers .....	12.6–14.2
	Carpenters .....	8.2–8.9
	Cement and concrete finishers.	13.3–16.6
	Electricians .....	13.6–16.1
	Elevator constructors .....	8.7–9.3
	Glaziers .....	28.7–34.5
	Ironworkers .....	9.0–10.4
	Lathers and plasterers .....	24.2–29.7
	Operating engineers .....	13.2–15.7
	Painters and paperhangers .....	25.1–29.3
	Plumbers and pipefitters .....	13.2–15.4
	Roofers and slaters .....	17.1–19.6
	Sheetmetal workers .....	22.5–27.0
	Tilesetters and terrazzo workers.	8.8–10.4

**TOPEKA, KS**

*Area covered*—Shawnee County, KS.

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**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	8.8–10.5

**REGION VIII**

**COLORADO**

*Area covered*—State of Colorado

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	13–14

**REGION IX**

**ALAMEDA COUNTY, CA, AREA**

*Area covered*—Alameda County, CA.

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	28.5–33.0

**ARIZONA**

*Area covered*—State of Arizona.

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	25.0–30.0

**CONTRA COSTA COUNTY, CA**

*Area covered*: Contra Costa County, CA.

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	17.0–19.5

**FRESNO COUNTY, CA**

*Area covered*. Fresno, Madera, Kings, and Tulare Counties, CA.

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	20.0–27.0

**LAS VEGAS, NV**

*Area covered*. Area of jurisdiction of the Building & Construction Trades Council of

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Clark, Lincoln, Nye and Esmeralda Counties, NV.

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	Asbestos workers .....	17.7-20.2
	Bricklayers .....	18.8-21.3
	Carpenters .....	16.2-17.5
	Glaziers, floorcoverers, painters, tapers and wallcoverers.	16.3-17.7
	Plasterers .....	24.6-27.2
	Plumbers and pipefitters ...	15.2-16.2
	Sheet metal workers .....	16.2-17.7
	Wood, wire and metal lathers.	18.1-19.3
	All other trades .....	18.0-19.5

LOS ANGELES COUNTY, CA

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

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	21.7-25.1

MONTEREY, CA

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

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	27.0-29.8

NORTH BAY, CA

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

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	10.5-12.6

SACRAMENTO, CA

*Area covered.* Sacramento, Yolo, Amador, Placer, El Dorado, Nevada, and Sierra Counties, CA.

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**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	17.5-20.0

SAN DIEGO COUNTY, CA

*Area covered.* San Diego County, CA.

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	24.0-30.0

SAN FRANCISCO CITY AND COUNTY, CA

*Area covered.* City and County of San Francisco, CA.

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	Electricians .....	17.0
	Plumbers, pipefitters and steamfitters.	14.0
	Structural metal workers ...	20.0
	Sheet metal workers .....	19.0
	Asbestos workers .....	40.0

SAN MATEO COUNTY, CA

*Area covered.* San Mateo County, CA.

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	12.0-14.0

SANTA CLARA COUNTY, CA

*Area covered.* Santa Clara County, CA.

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	18.0-21.7

SANTA CRUZ COUNTY, CA

*Area covered.* Santa Cruz County, CA.

**GOALS AND TIMETABLES**  
[In percent]

Timetable	Trade	Goal
Until further notice	All .....	17.0-20.4

RHS, RBS, RUS, FSA, USDA

REGION X

ALASKA

Area covered. State of Alaska.

GOALS AND TIMETABLES

[In percent]

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

PASCO, WA

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, WA.

GOALS AND TIMETABLES

[In percent]

Timetable	Trade	Goal
Until further notice	Boilermakers .....	12.5-15.0
	Bricklayers .....	11.0-13.5
	Carpenters .....	9.8-12.3
	Cement finishers .....	11.5-14.0
	Electricians .....	10.0-12.5
	Ironworkers .....	10.0-12.5
	Operating engineers .....	10.2-12.7
	Painters .....	10.0-12.5
	Plumbers and fitters .....	.9-12.4
	Sheetmetal workers .....	10.8-13.3
	Laborers .....	9.5-13.3
	All other .....	10.0-12.5

PORTLAND, OR

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

GOALS AND TIMETABLES

[In percent]

Timetable	Trade	Goal
Until further notice	All .....	5.5-6.5

SEATTLE, WA

Area covered—King County, WA.

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GOALS AND TIMETABLES

[In percent]

Timetable	Trade	Goal
Until further notice	All .....	8.8-11.5

SPOKANE, WA

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

GOALS AND TIMETABLES

[In percent]

Timetable	Trade	Goal
Until further notice	All .....	( <sup>1</sup> )

<sup>1</sup> 12.0 and above.

TACOMA, WA

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

GOALS AND TIMETABLES

[In percent]

Timetable	Trade	Goal
Until further notice	All .....	12.2-15.0

[43 FR 58357, Dec. 14, 1978]

EXHIBIT E TO SUBPART E OF PART 1901—LIST OF REGIONAL OFFICES, OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS (OFCCP), U.S. DEPARTMENT OF LABOR (USDL)

Region I (ME, NH, VT, MA, RI, CT)  
Associate Regional Administrator, USDL/OFCCP, JFK Building, Room 1612-C, Government Center, Boston, MA 12203, (617) 223-4232.

Region II (NY, NJ, PR, VI)  
Associate Regional Administrator, USDL/OFCCP, 1515 Broadway, Room 3306, New York, NY 10036, (212) 662-5563.

Region III (PA, MD, DE, VA, WV, DC)  
Associate Regional Administrator, USDL/OFCCP, Gateway Building, Room 15434, 3535 Market Street, Philadelphia, PA 19104, (215) 596-1213.

Region IV (NC, SC, KY, TN, MS, AL, GA, FL)  
Associate Regional Administrator, USDL/  
OFCCP, 1371 Peachtree Street, NE, Room  
729, Atlanta, GA 30309, (402) 881-4211.

Region V (OH, IN, MI, IL, WI, MN)  
Associate Regional Administrator, USDL/  
OFCCP, New Federal Building, 16th  
Floor, 2340 South Dearborn Street, Chi-  
cago, IL 60604, (312) 353-8887.

Region VI (LA, AR, OK, TX, NM)  
Associate Regional Administrator, USDL/  
OFCCP, 555 Griffin Square Building,  
Room 506, Dallas, TX 75202, (214) 767-4771.

Region VII (MO, IA, NE, KS)  
Associate Regional Administrator, USDL/  
OFCCP Regional Administrator, Federal  
Office Building, Room 2000, 911 Walnut  
Street, Kansas City, MO 64106, (816) 374-  
5384.

Region VIII (ND, SD, MT, WY, CO, UT)  
Associate Regional Administrator, USDL/  
OFCCP, 14431 Federal Office Building,  
1961 Stout Street, Denver, CO 80202, (303)  
837-5011.

Region IX (CA, NV, AZ, HI, GU)  
Associate Regional Administrator, USDL/  
OFCCP, Federal Office Building, Room  
10341, 450 Golden Gate, San Francisco, CA  
94102, (415) 556-3597.

Region X (WA, OR, ID)  
Associate Regional Administrator, USDL/  
OFCCP, Federal Office Building, 909 First  
Avenue, Room 4095, Seattle, WA 98174,  
(206) 442-4508.

[44 FR 24852, Apr. 27, 1979]

### Subpart F—Procedures for the Pro- tection of Historical and Ar- cheological Properties

AUTHORITY: 16 U.S.C. 470; 7 U.S.C. 1989; 42 U.S.C. 1480; 42 U.S.C. 2942; 5 U.S.C. 301; sec. 10, Pub. L. 93-357, 88 Stat. 392; delegation of authority by Sec. of Agri., 7 CFR 2.23; delegation of authority by the Asst. Sec. for Rural Development, 7 CFR 2.70; delegations of authority by Dir., OEO, 29 FR 14764, 33 FR 9850.

SOURCE: 42 FR 62141, Dec. 9, 1977, unless otherwise noted.

#### § 1901.251 Purpose.

This subpart prescribes Farmers Home Administration (FmHA) or its successor agency under Public Law 103-354 policies, procedures, and guidelines for compliance with section 106 of the National Historic Preservation Act of 1966 (Pub. L. 89-665), the Reservoir Salvage Act of 1960 (Pub. L. 86-523), as amended May 24, 1974, by the

Archeologic and Historic Preservation Act (Pub. L. 93-291), and section 1(3) of Executive Order 11593.

#### § 1901.252 Policy.

(a) The FmHA or its successor agency under Public Law 103-354 recognizes that significant scientific, pre-historical, historical and archeological (HA) resources are an important part of our National Heritage.

(b) The FmHA or its successor agency under Public Law 103-354 will consult with appropriate Federal, State, and local Agencies; other organizations; the State Historic Preservation Officer (SHPO) and individuals to assess the impact of any proposed FmHA or its successor agency under Public Law 103-354 undertaking on properties having historical or archeological significance in order to avoid or mitigate any adverse effects on the properties.

(c) The procedures in this subpart have been developed in accordance with section 1(3) of Executive Order 111593.

#### § 1901.253 Definitions.

(a) *Undertaking* means any new or continuing projects or program activities supported in whole or in part through FmHA or its successor agency under Public Law 103-354 contracts, grants, subsidies, loans, or other forms of funding assistance. This does not include any actual construction by FmHA or its successor agency under Public Law 103-354.

(b) *National Historic Preservation Act. The National Register* means the National Register of Historic Places, which is a register of districts, sites, buildings, structures, and objects, significant in American history, architecture, archeology, and culture maintained by the Secretary of the Interior under the authority of section 2(b) of the Historic Sites Act of 1935 and section 101(a)(1) of the National Preservation Act. The National Register is published in its entirety in the FEDERAL REGISTER each year in February. Addenda are published on the first Tuesday of each month.

(c) *National Register Property* means a district, site, building, structure, or object included in the National Register.