

ACTION PLAN DIRECTED AT INCREASING THE UTILIZATION OF WOMEN AND MEMBERS OF MINORITY GROUPS ON STATE PUBLIC WORKS PROJECTS. APPROVAL OF THE PLAN BY THE BOARD OF PUBLIC WORKS SHALL BE A PREREQUISITE TO THE AWARD OF ANY CONTRACT FOR PUBLIC WORKS BY THE STATE OR ANY AGENCY OF THE STATE.

(C) THE AFFIRMATIVE ACTION PLAN REFERRED TO IN PARAGRAPH (B) SHALL CONTAIN WRITTEN PROVISIONS AND PROCEDURES FOR EACH OF THE FOLLOWING:

(1) NOTIFICATION OF ESTABLISHED COMMUNITY ORGANIZATIONS OF EMPLOYMENT OPPORTUNITIES, AND THE MAINTENANCE OF RECORDS ON RESPONSES BY SUCH ORGANIZATIONS AND THEIR DISPOSITION.

(2) MAINTENANCE OF RECORDS, INCLUDING NAME AND ADDRESS, OF WOMEN AND MEMBERS OF MINORITY GROUPS APPLYING OR REFERRED FOR EMPLOYMENT. THE RECORDS SHALL INDICATE WHAT DISPOSITION WAS MADE OF THE APPLICATION. IF SUCH AN APPLICANT WAS NOT SENT TO A UNION HIRING HALL FOR REFERRAL OR IF SUCH AN APPLICANT WAS NOT EMPLOYED BY THE CONTRACTOR, THE RECORDS SHALL INDICATE THE REASONS THEREFOR.

(3) NOTIFICATIONS BY THE CONTRACTOR TO THE DEPARTMENT OF GENERAL SERVICES IF ANY UNION OR UNIONS WITH WHOM THE CONTRACTOR HAS A COLLECTIVE BARGAINING AGREEMENT HAS NOT REFERRED TO THE CONTRACTOR A WOMAN OR MEMBER OF A MINORITY GROUP SENT BY THE CONTRACTOR, OR IF THE CONTRACTOR HAS OTHER INFORMATION THAT THE UNION REFERRAL PROCESSES IS IMPEDING EFFORTS FOR THE UTILIZATION OF WOMEN AND MEMBERS OF MINORITY GROUPS.

(4) PARTICIPATION IN TRAINING PROGRAMS, INCLUDING THOSE FUNDED BY THE UNITED STATES GOVERNMENT.

(5) PROCEDURES FOR DISSEMINATING NOTICE OF THE CONTRACTOR'S EQUAL EMPLOYMENT OPPORTUNITY POLICY BY PUBLICIZING IT THROUGH COMPANY NEWSPAPERS AND ANNUAL REPORTS, CONDUCTING STAFF, EMPLOYEE AND UNION REPRESENTATIVES' MEETINGS, POSTING, AND BY SPECIFIC REVIEW WITH EMPLOYEES WHO ARE WOMEN OR MEMBERS OF MINORITY GROUPS.

(6) PROCEDURES FOR DISSEMINATING NOTICE OF THE CONTRACTOR'S EQUAL EMPLOYMENT OPPORTUNITY POLICY EXTERNALLY THROUGH REVIEW WITH ALL RECRUITMENT SOURCES, ADVERTISING IN NEWS MEDIA, AND DISCUSSION WITH SUBCONTRACTORS AND SUPPLIERS.

(7) RECRUITMENT EFFORTS DIRECTED AT MINORITY ORGANIZATIONS, SCHOOLS WITH MINORITY STUDENTS, AND MINORITY RECRUITMENT AND TRAINING ORGANIZATIONS.

(8) VALIDATION OF ALL SPECIFICATIONS,