

THE TRANSPORTER

6th Annual DBE Conference a Success!

The 6th Annual Disadvantaged Business Enterprise (DBE) Business Development Conference – Paths to Prosperity - was held on February 27, 2014. The 132 attendees heard a variety of presentations focused on providing tools, skills, best practices and networking opportunities to statewide DBE firms. The goal of the DBE Program is to help advance the company's skill set and knowledge in order to increase their competitiveness and opportunities for work on federally funded highway contracts. The DBE Conference was well attended by firms in construction, trucking, engineering, professional consulting and design. Oklahoma Department of Transportation Civil Rights staff attended to provide additional information during the conference. Work-

shops were provided covering topics such as financing, workers compensation law, and more. The conference concluded with the presentation of awards recognizing outstanding Oklahoma firms. This year's conference featured recognition of Olivas Construction for Excellence in Training, Allen Contracting and Manhattan Road & Bridge for their support of DBE firms.

Shelton Russell, Evolution Supportive Services, delivered the Conference Key Note Address stepping in to replace Dr. Melvin Gravely, the founder of the Institute for Entrepreneurial Thinking, who was unable to participate. Dr. Gravely has made various copies of his book available to conference participants.

Volume 8, Issue 3 April 2014

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Andy Penney and Michelle Whittington of the ODOT Compliance Office plan the training program.

ODOT Civil Rights Corner: Contract Compliance Training

On February 11, 2014, the Civil Rights Division hosted Contract Compliance Training for the Oklahoma Department of Transportation (ODOT) Resident Engineers.

This event was an overview of what the Contract Compliance Program is about, why they do what they do, roles of the office, and division responsibilities. Sixty-five ODOT personnel

were on hand to learn about the Contract Compliance Office.

Andy Penney and Michelle Whittington, Contract Compliance Officers, presented on what their role is in the Contract Compliance Office on a daily basis. The discussions included: An overview of what the Civil Rights Contract Compliance Office does; What happens during Contract Compliance Reviews and Equal Em-

ployment Opportunity Spot checks; DBE requirements and forms; prompt payment; payrolls; and bulletin boards.

George Raymond, ODOT Construction Engineer, was in attendance to encourage ODOT Residency Personnel to participate in the workshops.

The DBE Experience: BrownCo Manufacturing and Sales LLC



philosophy. When he realized how long it took to unload a truck full of dowel baskets, he knew he could do better. That inspired the idea of loading his baskets onto a pallet and wrapping the pallet with recycled plastic bands. Brown knew saving his Prime Contractor time translated into saving him money. This kind of insight into the concrete industry turns Prime Contractors into repeat customers.

Tom Brown laughingly calls himself a "concrete head". Everyone else calls him a serial entrepreneur. In 1998 he sold the successful Cherokee Supply Company to a Fortune 500 company. That could have been the end of an illustrious career as an entrepreneur. But concrete is in his blood and before long he and his wife Laura, who has been an avid partner from the beginning, were back in business with a new company, "BrownCo Manufacturing and Sales LLC".

Brown's philosophy has always been that subcontractors are in partnership with Prime Contractors. That is part of the reason the showroom at BrownCo Manufacturing and Sales LLC looks like a toy store for anyone in the concrete industry. BrownCo Manufacturing and Sales LLC stocks almost everything a Prime Contractor could want and all of it is "only a phone call away – 24/7".

Innovation is the other half of Brown's successful business



Accurate Company Records A Necessity!

The importance of accurate records in the Disadvantaged Business Enterprise (DBE) Program cannot be overstated. Accurate records are fundamental in obtaining AND maintaining your DBE Status. The Oklahoma Department of Transportation (ODOT) must also keep accurate and complete records on your company. These records must be current in the event of an audit or a challenge to your DBE status. Prime Contractors require cur-

rent data to make informed subcontractor decisions. ODOT requires accurate records on your company's contact information, ownership and income levels. For your benefit and the wellbeing of the DBE program, it is very important that all requests from ODOT are answered expediently. Don't forget to notify ODOT of any changes, and especially keep ODOT updated if your company's address, telephone number or email address changes.

Words of Condolence

ODOT staff is deeply saddened by the recent loss of Eri Hernandez and send our deepest condolences to her family and to her employer, Mack's S & S.

May the love of family and friends sustain you in these difficult days.



Dowel Baskets manufactured onsite at BrownCo Manufacturing and Sales LLC count 100% of price to meeting DBE contract goals

The Oklahoma Department of Transportation (ODOT) ensures that no person or groups of persons shall, on the grounds of race, color, sex, age, national origin, disability/handicap, or income status, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any and all programs, services, or activities administered by ODOT, its recipients, sub-recipients, and contractors.

Davis Bacon Workshop Held

There is hickory bacon. There is turkey bacon. And then there is Davis Bacon. The first two can be found in the meat department of your local supermarket. The last one-Davis Bacon- is found in federally-funded construction contracts. If you're bidding on a federal contract or subcontract, you'd better educate yourself about this requirement.

The federal Davis Bacon Act (DBA) applies to minimum prevailing wage classifications for all federally-funded or assisted con-

struction projects. The U.S. Department of Labor creates wage classifications by the type of project for a specific type of worker. To prepare, a construction professional must read and absorb the federal wage classifications that apply to their project before bidding. Wage classifications are prepared by the U.S. Department of Labor for each state and are included in all federally funded construction work.

On February 18, 2014 the Oklahoma Department of Transportation and Oklahoma Bid Assis-

tance Network (OBAN) partnered with the U.S. Department of Labor to host a Davis Bacon Act and Payroll Information Workshop. This event was held at Francis Tuttle Technology Center in Oklahoma City. One hundred and eleven people attended this training. Cheryl Masters, Department of Labor spoke on several topics ranging from the Davis Bacon Act and Copeland Act, Fair Labor Standards Act, wage determinations, certified payroll reports, conformances, computing overtime pay, fringe benefits and DOL Investigative Procedures.



Cheryl Masters, Department of Labor elaborates on the finer points of the Davis Bacon Act

OSHA Regulations Require Widespread Training of Personnel

Recent regulations from the Occupational Safety and Health Administration (OSHA) require training of thousands of construction workers on how to identify and protect themselves from hazardous chemicals used on the jobsite. In order to bring the U.S. into compliance with the United Nations' Globally Harmonized System of Classification and Labeling of Chemicals OSHA has revised its Hazard Communication Standard. The new standards include new labeling and a standardized format for safety data sheets (SDS), which were formerly known as material safety data sheets.

Training provided to employees must include information on the product identifier – the chemical name, code number or batch number as determined by the

manufacturer, importer or distributor – on both the label and the SDS. A signal word – “Danger” for the more severe hazards, or “Warning” for less severe hazards – is used on labels, along with a variety of pictograms and hazard statements describing the nature of the hazard(s).

Another component of the training program must address precautionary statements that describe recommended measures to minimize or reduce adverse effects resulting from exposure to a hazardous chemical or improper storage or handling. Labeling on hazardous material containers must include the name, address and phone number of the chemical manufacturer, distributor or importer. Training programs must show how that information might be used, for instance, to ensure

proper storage of hazardous materials or to quickly obtain first-aid information when needed by employees or first-responders.

According to OSHA's website, “All employers with hazardous chemicals in their workplaces must have labels and safety data sheets for their exposed workers, and train them to handle the chemicals appropriately.” The number and type of hazardous materials used will vary widely depending on the size and complexity of the construction company but whether it is a small operation that has just a few hazardous materials on hand, or a large, multi-faceted company with many potentially hazardous substances in use both must have accomplished training their employees by the Dec. 1 2013 deadline or face the possibility of being fined.

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DISADVANTAGED ENTERPRISE SUPPORTIVE SERVICES

A partner in your success.

Oklahoma Department of Transportation
Civil Rights Division Mission

To develop and administer civil rights programs in an equitable and innovative manner, while increasing awareness of equal opportunity for all stakeholders.

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Unity in Diversity



ODOT Civil Rights Division



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