A DIALOGUE WITH THE NORTHERN VIRGINIA DISTRICT

Leslie Martin
Northern Virginia District – Civil Rights
Virginia Department of Transportation
Civil Rights Programs
VDOT Policies

- Non-discrimination
- Sexual Harassment
- Violence in the Workplace

- No reported incidents this year!
Labor Forms

- C-28 – listing of all wage rates for each classification; compilation of prime and all subs
- No more!!
- Not from the prime
- Not from the subcontractors
- Stop submitting immediately
- Effects all projects immediately
- Yay!
All Projects

DBE Payments Made
Calendar Year 2018

• 1st quarter: payments, $ 6.3 M
• 2nd quarter: payments, $ 10.6 M
• 3rd quarter: payments, $ 15.4 M

Total:
• 251 payments
• $ 32,351,708.78
DBE Compliance 2018

• 33 DBE reviews completed
  o 30 in-compliance determinations
  o 3 partial compliance determinations
  o 20 currently under review

• Red Flags
  o DBE must be certified in the commodity/service being performed
  o DBEs must perform!
  o DBEs must have signed contracts or PO’s with all lower-tiered companies working for them
  o DBEs must have written quotes w/manufacturers/suppliers
  o DBE suppliers cannot get supplies from other suppliers
  o DBE suppliers cannot supplement with another company’s personnel and equipment for delivery
Projects for Planned Advertisement

27 Projects  Total: $165.6 million

- **VDOT** – 9 projects
  - $191.9 million CN/Maintenance
  - $7.6 million PE

- **Locally Administered** – 34 projects
  - $80.2 million CN

- **Potential DBE and/or SWaM Opportunities**
  - $47.6 million +
Mega Projects

Transform 66 OTB
$2.33 B
15% or $350 M+ potential DBE
27% or $629 M+ potential SWaM

I-395 Express Lanes
$270 M
10% or $27 M+ potential DBE
19% or $51 M+ potential SWaM

Transform 66 ITB
$125 M
15% or $19 M+ potential DBE
DBE Support Services

- DBE/SWaM vendor search
- Promote information flow
- Identify firms eligible as DBE/SWaM firms
  - Assist with certification & prequalification processes
- Provide business management guidance
- Provide field and administrative technical assistance
- Provide some legal assistance
- Conflict resolution!
Lessons Learned
As the Prime, you should:

• Provide outreach/networking events
  o Crucial to success
• Vet firms to match size and complexity
• Allow flexibility for continued success
• Communicate & Document
• Invite DBEs to the table for plan and schedule change decisions
Labor Compliance

General issues for Davis Bacon and Related Acts covered projects:

• **Proper classification**
  - Based on *work performed*
  - Working supervisors
  - Request additional classification with wage rate

• **Payments**
  - Weekly, overtime, fringe benefits, no 1099 w/o license

• **On-site hauling vs. off-site hauling**
  - Covered employees, owner-operators

• **Civil Rights Labor System** – electronic submittals!!
On the Job Training Program 2018

- 7 active projects with trainee goals
- 35 trainees enrolled
  - 35 minority / 0 non-minority
  - 34 male / 1 female
- 14,465 recorded training hours!
- 18 have completed to date
- 5 quit
- 12 currently active
- 58 needed
14th Transportation Career Fair 2018

Held 1st Thursday (usually) of October
Prince William County Fairgrounds
1,500+ high school students
100 Exhibitors
225 pieces of equipment
Industry Sponsors

(Thank you to HCCA, The Lane Construction, VA Paving, A. Morton Thomas, Transurban, and Fort Myer)
15th Annual Transportation Career Fair: Your Ride to the Future!

- Bridge building, highway design, obstacle courses, surveying equipment, work zone set up, crane, backhoe, dump trucks, simulators, concrete work

- Join Us!

- October 3, 2019