

**FDOT EEO CONSTRUCTION CONTRACT COMPLIANCE WORKBOOK  
JANUARY 2014 EDITION SUMMARY OF CHANGES**

CHAPTER/ SECTION	CHANGE SUMMARY
<b>All</b>	All page headers state January 2014
	Forms section with forms restored at end of each chapter
	Summary of Changes is re-established and now excludes Page number; only the Chapter/Section & Table, Attachment or Form Number are listed and the change then summarized
<b>1</b>	<b>General Information</b>
1.1.6	Requirement to include the Assurance in rental and supply agreements is removed. Attachment number corrected to 1.1.6
1.1.7	Text box created to emphasize “ Any deviation from the policy outlined ...requires approval” Table number corrected to 1.1.7.1
Table 1.1.7.1	E-Verify Specification added to Table
1.1.8	Table number corrected to 1.1.8.1 Removed purchase order statement. Table 1.1.8.2 added comparing contract compliance changes in 12733 Table 1.1.8.2 renumbered to 1.1.8.3 Table 1.1.83 ( previously 1.1.82) Section IV Davis- Bacon, name on new required poster added
1.1.9	New Section inserted as 1.1.9 ” Audit of Subordinate Agreements’ Sections 1.1.9 to end renumbered New Section inserted as “ Everify”
Table 1.5,4,1	Clarifications added – president replaced with corporate official, DBE AA Officer replaced with DBE Liaison Officer
Table 1.6.5.3	Dates updated for 2014
Table 1.7.6.5	FDOT would like to have the race and gender annotated on the payroll records. If not provided on the payroll, then the contractor shall maintain records that document the race and gender of every covered worker and shall provide them up on request to the department.
<b>2</b>	<b>DBE</b>
2.7.6.1	Topic renamed to ‘DBE Trucking Certification’ was DBE Trucking Recordkeeping
2.7.7	Topic renumbered to 2.7.7; was 2.7.6 (DBE Manufacturers & Suppliers)
2.7.8	Topic renumbered to 2.7.8; was 2.7.7 (Contractor Records for Commercially Useful Function Verification)

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<b>3</b>	<b>Company EEO</b>
3.3.4	Suggested topics for Meeting are “ may be discussed’ vs ‘ will be discusses’
3.3	Meetings re-titled to Supervisory & Personnel Office EEO Meetings
Attach. 3.4.5	ADA Installer added
3.6.2	Removed: “Prime contractors shall include the non segregated facilities clauses of FHWA 1273, Required Contract Provisions Federal Aid Construction Contracts in every subcontract and purchase order entered into on federal aid contracts.”
3.7.2	Added “Suggestions include but are not limited to”
Title changed to “Supervisory & Personnel Office EEO Meetings”	
<b>4</b>	<b>Project EEO</b>
4.1.3	‘Communication of EEO Policy and procedure to employees’ replaces ‘Project EEO Meetings’
Table 4.2.5	“Employee Rights Under Davis Bacon’ replaces ‘Important’ poster
Attach 4.2.10	“Employee Rights Under Davis Bacon’ replaces ‘Important’ poster
4.2.10	E verify information moved to section 1.1.8
Form 275-021-10	Inspection Report for Job Site Bulletin Board Updated list of FDOT Required Posters to replace “important” with ‘ Employee Rights under Davis Bacon’
<b>5</b>	<b>On- the-Job Training</b>
	No changes to this chapter nor any of the OJT program forms

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<b>6</b>	<b>Wages /Payroll</b>
Table of contents	Section 6.2.2 retitled to Wage Determinations Based on Type of Construction
Table 6.1.3.1	Florida's Minimum Wage increased to \$7.93 effective 1.1/14
6.2.1	Clarification: current version of the wage table is locked in at a date 10 days prior to the letting. If a contract is not awarded within 90 days after the bid letting(i.e., bid opening
6.3.4	New email address for submitting Additional Classification Requests
6.5.2	FDOT would like to have the race and gender annotated on the payroll records. If not provided on the payroll, then the contractor shall maintain records that document the race and gender of every covered worker and shall provide them up on request to the department.
6.5.3	New email address for submission of payroll deduction authorizations requested of DOL
6.6.4	Clarification of contractor's required statements for requesting USDOL'S authorization of payroll deduction
6.5.14	Record retention ( via disk or USB) will now be done at the District Office, not Central Office Records
INSTRUCTIONS 700-010-69:	Clarification re: Statement of Compliance Deduction check off
6.6.3	Clarification re: proof of reimbursement
<b>7</b>	<b>Index of Forms</b>
	This chapter is a listing of all forms but the forms are not included. Forms are included at the end of their respective chapters.

**SUMMARY: FORMS DELETED OR CHANGED**

Sect	ID	Title	Change
1.8	700-011-13	Cert. of Compl. With EEO-Fed Aid Projects	deleted
3.3	275-021-05	Record of Superv & Pers. Office EEO Meeting	Title change
4.2		Inspection Report Job Site Bulletin Board	Poster list – 'Empl. Rights-Davis Bacon' replaces 'Important'.
4.2	Bulletin Board Posters	Important	Deleted
		Employee Rights- Davis Bacon	Added
		Employee Rights- FMLA	Updated
		Fl. Law Prohibits Discrimination	Updated
		Job Safety & Health (OSHA)	Updated
		Notice- Employee Polygraph Protection	Updated
		Wage Determination Appeal	Top line updated
5.3	275-020-96A	OJT Schedule Vertical	Restored in Library
6.3	700-010-07	Additional Classification Request Form	Revised

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6.4	700-010-63	Employee Interview Report-Labor/EEO	Minor rewording of Q 14+22
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