

Questions & Answers – Workforce Diversity

Q1: Who will be the point of contact for workforce diversity questions during the project?

A1: All questions should be directed to the Resident Engineer, who will consult MoDOT's External Civil Rights Division if necessary.

Q2: Would a female minority count toward both goals?

A2: Yes, a female minority would count toward both the female and the minority project goals.

Q3: Contractors generally get what the union hall sends them. What if the hall does not send minority labor to the project?

A3: Contractors must make a good faith effort (as described in the new Construction Workforce Program job special provision). Prime contractors will need to consider the workforce diversity of its subcontractors in order to meet the project goals. The Department of Labor and AGC are working with labor unions to increase the diversity within the union halls.

Q4: What if a contractor cannot find a minority operator?

A4: Although the Department of Labor's work force goals are required per trade, MoDOT's Pilot Construction Workforce Program focuses on the diversity of the entire workforce on the project; however, the diversity in each trade will be tracked and monitored.

Questions & Answers – Plans & Specs

Q1. It would be helpful if the pavement repair quantities were tabulated by the number in each lane (driving lane and passing lane) on 4-lane roads, instead of repairs per direction (say, NBL and SBL). Can the pavement repairs be shown for each individual lane?

A1. Yes, for future projects we will tabulate pavement repair locations/quantities per each lane on 4-lane highways.