

FEDERAL CONTRACTING REQUIREMENTS:

All regular federal contracting requirements must be adhered to, even during emergency situations. In addition to Davis Bacon requirements, there must be inclusion of the following documents into a construction contract:

- Contractors EEO Certification Form CA-109
- Debarment & Non-Collusion Affidavit CA-91
- Required Contract Provisions for Federal-Aid Construction, FHWA Form 1273
- Standard Federal EEO Specifications (Executive Order 11246) CA-26
- Certification of Federal Aid Contracts CA-163
- Vermont Minimum Labor & Truck Rates CA-101
- Disadvantaged Business Enterprise (DBE) Policy Contract Requirements CA-110

One of the very practical requirements that arises from FHWA Form 1273 is the requirement for a number of posters apprising workers of their rights; we often call this a “poster package”. FHWA requires 11 posters to be prominently displayed (usually on a bulletin board) on all federally funded construction projects, to place all workers and the traveling public on notice of all EEO, non-discrimination, and wage rights and remedies. These posters are available on the CR webpage:

<http://www.aot.state.vt.us/civilrights/PosterPackageForms.htm>,

Since some ER projects will not lend themselves to a bulletin board display of posters, FHWA has approved the following plan:

- For the small number of ER projects with a staging area, posters and directions should be available by the municipalities for display.
- If no logical staging area for project, contractor HAS to display all the posters at their home office as well as provide each employee a copy.