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March 17, 2006

Vincenza Restiano
Director, Opportunity Downtown
Lower Manhattan Construction Command Center
One Liberty Plaza, 20th floor
New York, New York 10006

Dear Vinni,

Thank you again for coming to talk to Operation Punch List on March 13th. Your comments and presence engendered a lively discussion and hope for equal opportunity on downtown construction sites. As discussed, I am sending you a summary of the tradeswomen's proposals. This summary should also be helpful to you when you meet next week with the public agencies involved in the downtown construction.

Three main themes emerged from the attendees' comments:

(1) assuring tradeswomen's access to information about downtown jobs; (2) enforcement of equal employment opportunity (EEO) standards throughout the life of each construction job; and (3) implementing accountability measures including meaningful and timely penalties for EEO violations.

Information

- Timely information about site-specific workforce needs, including the number of workers needed, the trades needed, the construction site location, the project owner, the contractor and the names of the foreperson(s) responsible for hiring. For women whose unions' hiring halls are non-exclusive – meaning they permit workers to “shape” jobs, *i.e.* apply in person – this information is critical to assure they can navigate the strict security of each site and locate the appropriate personnel. For women whose unions' hiring halls are exclusive – meaning that shaping is not permitted and all hiring occurs pursuant to the “out-of-work” referral list – such information is a critical mechanism for alerting women to the availability of work, in the event of their unions' failure to refer.
- Communication between tradeswomen and the LMCCC to report availability for work and work conditions. This should include:

- Venues to report job assignments and layoffs of women and/or contractors' refusal to put women to work;
- Venues for regular reports by shop stewards on work conditions and work assignments;
- Help in cutting through red tape both to get on site and to make complaints (ombudswomen or retired tradeswomen suggested);
- Website to send pictures and locations of on-site pornography
- Website for tradeswomen to post their availability to ensure a direct line between the jobs and those available to work those jobs.

Enforcement of EEO Standards

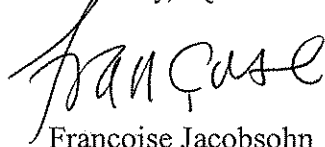
- Regular monitoring of construction sites on at least a weekly basis, including random "spot checks." Issues to be monitored include:
 - The presence of women (both apprentices and journey-level);
 - Properly sized safety-equipment and clothing;
 - Clean and separate bathrooms with working locks;
 - The absence of pornographic or obscene material and graffiti;
 - Looking for "checkerboarding" and "swinging door" practices;*
 - Ensuring protection from retaliation.

Accountability

- Monthly reporting of apprentice and journey-level workforce participation hours;
- Monthly reporting of work and overtime assignments by gender;
- Regular, publicly-available hotline reports, including the number and types of complaints and the penalties imposed;
- Procedures by which the LMCCC will address identified EEO violations by contractors and unions, including underutilization of women workers; and
- Timely enforcement of all applicable city, state and federal regulations.

Legal Momentum and Operation Punch List remain available to continue working with you on strategies for the practical implementation of these proposals. We appreciate your continued commitment to increasing women's market share of the construction labor force.

Sincerely,



Françoise Jacobssohn
Women Rebuild Project Manager

* "Checkerboarding" means sending the same woman to different sites in order to create the appearance of gender diversity on multiple projects, and "swinging door" is the practice of serially hiring one woman at a time, for short periods of time, on the same job.