

Important Information:

1. All posters need to be current; check web sites for updates for the listed posters.
2. When posters are not readable because of fading or weather, they must be replaced.
3. Poster requirements come from Federal Highway Admin, ADOT Civil Rights, Federal Laws or State Law.
4. Posters can change without much notice.
5. Bulletin boards are required on ADOT projects.
6. Supplemental documents may be stored in binders and kept with the bulletin boards. Binders used in mobile operations must be present onsite during work activities and readily available for viewing.

Weights - Minor, Major and Stop work or a high risk to public safety.

Location:	Address or Station:	Off Set: Right or Left of Centerline
Mobile Operation: Yes or No	Federal: Yes or No	Non Federal Project: Yes or No

0. Bulletin boards are accessible to all employees and applicants for employment at each location where construction work is performed. Bulletin boards are upright and at a height convenient for viewing.
Standard Specifications 107.01
OSHA 29 CFR 1903.2

☐ YES

☐ NO

☐ NA

1. Bulletin Boards on the job site are in a safe location approved by the Engineer before any work was allowed to begin. The Bulletin Board(s) are large enough to legibly display all posters and other information required.

- Standard Specifications 107.01
- OSHA 29 CFR 1903.2

☐ YES

☐ NO

☐ NA

2. Know Your Rights: Workplace Discrimination is Illegal Posters (Revised 10/20/2022)

EEOC_KnowYourRights (Rev 10/22)

Posters must be current and may change without prior notice.

- Standard Specifications 107.01
- The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964.

<https://www.fhwa.dot.gov/programadmin/contracts/poster.cfm>

☐ YES

☐ NO

☐ NA



Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

Who is Protected?

- Employees (current and former), including managers and temporary employees
- Job applicants
- Union members and applicants for membership in a union

What Organizations are Covered?

- Most private employers
- State and local governments (as employers)
- Educational institutions (as employers)
- Unions
- Staffing agencies

What Types of Employment Discrimination are Illegal?

Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of:

- Race
- Color
- Religion
- National origin
- Sex (including pregnancy and related conditions, sexual orientation, or gender identity)
- Age (40 and older)
- Disability
- Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)
- Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding.

What Employment Practices can be Challenged as Discriminatory?

All aspects of employment, including:

- Discharge, firing, or lay-off
- Harassment (including unwelcome verbal or physical conduct)
- Hiring or promotion
- Assignment
- Pay (unequal wages or compensation)
- Failure to provide reasonable accommodation for a disability or a sincerely-held religious belief, observance or practice
- Benefits
- Job training
- Classification
- Referral
- Obtaining or disclosing genetic information of employees
- Requesting or disclosing medical information of employees
- Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding.

What can You Do if You Believe Discrimination has Occurred?

Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways:

Submit an inquiry through the EEOC's public portal:
<https://publicportal.eeoc.gov/Portal/Login.aspx>

Call 1-800-669-4000 (toll free)
1-800-669-6820 (TTY)
1-844-234-5122 (ASL video phone)

Visit an EEOC field office (information at www.eeoc.gov/field-office)

E-Mail info@eeoc.gov

Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov.



EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

Version: 20240104

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government. If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from discrimination on the following bases:

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin

Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

Asking About, Disclosing, or Discussing Pay

Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees.

Disability

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

Protected Veteran Status

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or Armed Forces service medal veterans.

Retaliation

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal contractors under these Federal laws.

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP)
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210
1-800-397-6251 (toll-free)

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services. OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at <https://ofccphelpdesk.dol.gov/s/>, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at <https://www.dol.gov/agencies/ofccp/contact>.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

Race, Color, National Origin, Sex

In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

Individuals with Disabilities

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

(Revised 10/20/2022)

3. Employee Rights Under The National Labor Relations Act

U.S. Department of Labor/Executive Order
13496 (Revised 05/02/2022)

Posters must be current and may change without
prior notice

- Standard Specifications 107.01

https://www.dol.gov/sites/dolgov/files/olms/regs/compliance/eo_posters/employeerightsposter11x17_2019final.pdf

☐ YES

☐ NO

☐ NA

EMPLOYEE RIGHTS

UNDER THE NATIONAL LABOR RELATIONS ACT

The NLRA guarantees the right of employees to organize and bargain collectively with their employers, and to engage in other protected concerted activity.

Employees covered by the NLRA* are protected from certain types of employer and union misconduct. This Notice gives you general information about your rights, and about the obligations of employers and unions under the NLRA. Contact the National Labor Relations Board, the Federal agency that investigates and resolves complaints under the NLRA, using the contact information supplied below, if you have any questions about specific rights that may apply in your particular workplace.

Under the NLRA, you have the right to:

- **Organize a union** to negotiate with your employer concerning your wages, hours, and other terms and conditions of employment.
- **Form, join or assist a union.**
- **Bargain collectively** through representatives of employees' own choosing for a contract with your employer setting your wages, benefits, hours, and other working conditions.
- **Discuss your terms and conditions of employment** or union organizing with your co-workers or a union.
- **Take action** with one or more co-workers to improve your working conditions by, among other means, raising work-related complaints directly with your employer or with a government agency, and seeking help from a union.
- **Strike and picket**, depending on the purpose or means of the strike or the picketing.
- **Choose not to do any of these activities**, including joining or remaining a member of a union.

Illegal conduct will not be permitted. If you believe your rights or the rights of others have been violated, you should contact the NLRB promptly to protect your rights, generally within six months of the unlawful activity. You may inquire about possible violations without your employer or anyone else being informed of the inquiry. Charges may be filed by any person and need not be filed by the employee directly affected by the violation. The NLRB may order an employer to rehire a worker fired in violation of the law and to pay lost wages and benefits, and may order an employer or union to cease violating the law. Employees should seek assistance from the nearest regional NLRB office, which can be found on the Agency's website: www.nlrb.gov.



Under the NLRA, it is illegal for a union or for the union that represents you in bargaining with your employer to:

- **Threaten** you that you will lose your job unless you support the union.
- **Refuse to process a grievance** because you have criticized union officials or because you are not a member of the union.
- **Use or maintain discriminatory standards or procedures** in making job referrals from a hiring hall.
- **Cause or attempt to cause an employer to discriminate against you** because of your union-related activity.
- **Take other adverse action against you** based on whether you have joined or support the union.

If you and your coworkers select a union to act as your collective bargaining representative, your employer and the union are required to bargain in good faith in a genuine effort to reach a written, binding agreement setting your terms and conditions of employment. The union is required to fairly represent you in bargaining and enforcing the agreement.

You can also contact the NLRB by calling toll-free: 1-844-762-NLRB (6572). Language assistance is available. Hearing impaired callers who wish to speak to an NLRB representative should send an email to relay.service@nlrb.gov. An NLRB representative will email the requestor with instructions on how to schedule a relay service call.



SCAN TO LEARN MORE

Under the NLRA, it is illegal for your employer to:

- **Prohibit you from soliciting for a union during non-work time**, such as before or after work or during break times; or from distributing union literature during non-work time, in non-work areas, such as parking lots or break rooms.
- **Question you about your union** support or activities in a manner that discourages you from engaging in that activity.
- **Fire, demote, or transfer you, or reduce your hours or change your shift**, or otherwise take adverse action against you, or threaten to take any of these actions, because you join or support a union, or because you engage in concerted activity for mutual aid and protection, or because you choose not to engage in any such activity.
- **Threaten to close your workplace** if workers choose a union to represent them.
- **Promise or grant promotions, pay raises, or other benefits** to discourage or encourage union support.
- **Prohibit you from wearing union hats, buttons, t-shirts, and pins in the workplace** except under special circumstances.
- **Spy on or videotape peaceful union activities** and gatherings or pretend to do so.

*The National Labor Relations Act covers most private-sector employers. Excluded from coverage under the NLRA are public-sector employees, agricultural and domestic workers, independent contractors, workers employed by a parent or spouse, employees of air and rail carriers covered by the Railway Labor Act, and supervisors (although supervisors that have been discriminated against for refusing to violate the NLRA may be covered).

4. Derechos De Los Empleados Según La Ley Nacional De Relaciones Del Trabajo

U.S. Department of Labor/Executive Order 13496 (Revised September 2011)

Posters must be current and may change without prior notice

- Standard Specifications 107.01

<https://www.nlrb.gov/sites/default/files/attachments/basic-page/node-3788/employeeightsposter-8-5x11-esp.pdf>

☐ YES

☐ NO

☐ NA



Derechos de los Empleados

Conforme a la Ley Nacional de Relaciones del Trabajo

La Ley Nacional de Relaciones del Trabajo (National Labor Relations Act; NLRA) garantiza el derecho de los empleados a organizarse y negociar colectivamente con sus empleadores, y a participar en otras actividades concertadas protegidas o abstenerse de tomar parte en cualquiera de las actividades anteriores. Los empleados cubiertos por la NLRA* están protegidos contra ciertos tipos de conductas inapropiadas por parte de los empleadores y sindicatos. Este aviso le brinda información general sobre sus derechos y sobre las obligaciones de los empleadores y sindicatos en virtud de la NLRA. Si tiene alguna pregunta acerca de los derechos específicos que se puedan aplicar a su lugar de trabajo, utilice la información indicada a continuación para contactarse con la Junta Nacional de Relaciones del Trabajo (National Labor Relations Board; NLRB), la agencia federal que investiga y resuelve quejas basadas en la NLRA.

En virtud de la NLRA, usted tiene derecho a:

- Organizar un sindicato para negociar con su empleador respecto del salario, las horas de trabajo y otros términos y condiciones de empleo.
- Formar o unirse a un sindicato, o colaborar con este.
- Negociar colectivamente con su empleador, a través de los representantes elegidos por los empleados, los contratos que establezcan el salario, los beneficios, las horas de trabajo y otras condiciones de trabajo.
- Discutir el salario y los beneficios, y otros términos y condiciones de empleo; o la organización de un sindicato con sus compañeros de trabajo o un sindicato.
- Tomar medidas con uno o más compañeros de trabajo para mejorar sus condiciones de trabajo ocupándose de la presentación de quejas relacionadas con el trabajo directamente ante su empleador o un organismo gubernamental, entre otros, y procurar la ayuda de un sindicato.
- Participar en una huelga o piquete, según los fines o medios de la huelga o del piquete.
- Decidir no participar en ninguna de estas actividades, incluso unirse o seguir siendo miembro de un sindicato.

En virtud de la NLRA, es ilegal que su empleador:

- Le prohíba hablar sobre o solicitar de parte de un sindicato durante las horas no laborales —antes o después del trabajo o durante las horas de descanso— o distribuir material del sindicato durante horarios no laborales fuera de las áreas de trabajo, como los estacionamientos o salas de descanso.

En virtud de la NLRA, es ilegal que un sindicato o un sindicato que lo representa en las negociaciones con su empleador:

- Lo amenace o coaccione con el fin de obtener su apoyo al sindicato.

- Lo indague sobre su apoyo al sindicato o las actividades que lleva a cabo en relación con el sindicato a fin de desalentarlo a participar en dichas actividades.
- Lo despidió, lo transfirió a una categoría inferior o traslade; reduzca las horas de trabajo o cambie su turno de trabajo; lleve a cabo alguna otra acción adversa contra usted o amenace con llevar a cabo cualquiera de estas acciones a causa de que usted se unió o apoyó a un sindicato o participó en una actividad concertada de asistencia o protección mutua, o decidió no participar en dicha actividad.
- Amenace con cerrar el lugar de trabajo si los empleados eligen un sindicato para que los represente.
- Prometa o conceda ascensos, incrementos salariales u otros beneficios a fin de disuadir o promover el apoyo a un sindicato.
- Le prohíba usar sombreros o gorras, botones, camisetas y broches del sindicato en el lugar de trabajo; excepto en circunstancias especiales.
- Espíe o grabe (en video) actividades y reuniones sindicales pacíficas, o simule hacerlo.

- Se niegue a procesar un agravio debido a que usted ha criticado a los dirigentes del sindicato o por no ser miembro del sindicato.
- Implemente u observe normas o procedimientos discriminatorios al realizar recomendaciones de una oficina de contratación.
- Procure o logre que un empleador lo discrimine debido a su actividad relacionada con un sindicato.
- Lleve a cabo una acción adversa contra usted debido a que no se ha unido o no apoya al sindicato.

Si usted y sus compañeros de trabajo seleccionan un sindicato a fin de que actúe como su representante en las negociaciones colectivas, el empleador y el sindicato tienen la obligación de negociar de buena fe en un verdadero esfuerzo para llegar a un acuerdo por escrito y vinculante, que establezca los términos y condiciones de empleo. El sindicato está obligado a representarlo de modo imparcial en la negociación y la aplicación del acuerdo.

La conducta ilegal no será permitida. Si usted cree que sus derechos o los derechos de los demás han sido violados, debe comunicarse con la NLRB rápidamente a fin de proteger sus derechos; por lo general, en el período de seis meses de haber tenido lugar la acción ilícita. Puede solicitar información sobre posibles infracciones sin que se informe a su empleador o a cualquier otra persona al respecto. Los cargos pueden ser presentados por cualquier persona y no necesariamente por el empleado afectado directamente por la infracción. La NLRB puede determinar que un empleador vuelva a contratar a un trabajador despedido en contravención de la ley, que pague los salarios y beneficios no percibidos, así como exigir a un empleador o sindicato que no continúen infringiendo la ley. Los empleados deben solicitar asistencia en la oficina regional de la NLRB más cercana, que se puede encontrar en la página web de la agencia: <http://www.nlrb.gov>.

También puede comunicarse con la NLRB, llamando al número gratuito: **1-866-667-NLRB (6572)** o (TTY) **1-866-315-NLRB (1-866-315-6572)** para las personas con discapacidad auditiva.

If you do not speak or understand English well, you may obtain a translation of this notice from the NLRB's Web site or by calling the toll-free numbers listed above.

*La Ley Nacional de Relaciones de Trabajo contempla a la mayoría de los empleadores del sector privado, con la exclusión de los empleados públicos, los trabajadores agrícolas y domésticos, los contratistas independientes, los trabajadores empleados por un padre o cónyuge, los empleados de las compañías aéreas y ferroviarias cubiertos por La Ley Laboral de Ferrocarriles (*Railway Labor Act*), y los supervisores (si bien pueden llegar a incluirse a los supervisores que han sido discriminados por rehusarse a infringir la NLRA).

Este es un aviso oficial del gobierno y no se debe alterar o marcar.

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5. Nondiscrimination (EEO policy statement) from Prime Contractor.

Required by 41 CFR 60-741.44 through FHWA-1273, §II(1)(b)

- Standard Specifications 107.01

<https://www.fhwa.dot.gov/programadmin/contracts/poster.cfm>

☐ YES

☐ NO

☐ NA

6. Name and telephone number of the Contractor's EEO policy Enforcement Officer (Letter appointing contractor's EEO officer for project).

{Project Specific document}

Required by 41 CFR 60-741.44 through FHWA-1273, §II(1)(b)

- Standard Specifications 107.01

<https://www.fhwa.dot.gov/programadmin/contracts/poster.cfm>

☐ YES

☐ NO

☐ NA



115 SOUTH 48TH STREET • TEMPE, ARIZONA 85281

 PHONE: 480 784 2910
 FAX: 480 829 8607

EQUAL EMPLOYMENT OPPORTUNITY POLICY

FNF Construction, Inc. (FNF) is committed to an Equal Employment Opportunity (EEO) Policy. FNF will take affirmative action to ensure that all qualified applicants and employees are treated without regard to their race, color, age, religion, sex, sexual orientation, gender identity or national origin, disability or veteran status. FNF will post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause.

"It is the policy of FNF to assure that applicants are employed and that employees are treated during employment without regard to their race, religion, sex, sexual orientation, gender identity, color, national origin, age or disability. Such action shall include: employment, upgrading, demotion, or transfer, recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training including apprenticeship, pre-apprenticeship, and/or on the job training."

FNF will, in all solicitations and/or advancement in employment opportunities placed on behalf of FNF, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran status or individuals with disabilities.

Active employees are encouraged by FNF to refer minority candidates, women, protected veterans and qualified disabled persons for possible employment, On-the-Job Training, Pre-Apprenticeship and Apprenticeship opportunities by referring them to the FNF Website. FNF will make every effort to provide reasonable accommodations for individuals with disabilities.

It is the policy of FNF to create and maintain a working environment free of harassment, intimidation and coercion on all project sites and in all facilities at which our employees are assigned to work. All FNF employees will adhere to this policy at all times. Any perceived violations of this policy should be reported immediately to your supervisor, the designated Project EEO Officer and/or the Company EEO Officer, and/or to the Director of Human Resources.

It is the policy of FNF to conduct non-segregated company activities and to establish non-segregated facilities with the exception of single-user toilets and necessary changing facilities provided to assure privacy between genders.

Any occurrence of alleged discrimination by this company, its supervisors or employees, or any persons or organizations acting on behalf of the company, should immediately be reported to the designated Project EEO Officer. Debra Germann is the designated Company EEO Officer, and is located in the FNF corporate office at 115 S. 48th Street, Tempe, Arizona 85281 and can be reached by phone at 480-784-2910, 480-929-6770, or 602-619-2020. Current and potential employees may contact Debra with any complaints, concerns or questions regarding the FNF EEO Policy. If Debra is not available, please contact Renee Estes, Director of Human Resources at 480-929-6761.

A handwritten signature in black ink, appearing to read "Robert W. Bottcher", is written over a horizontal line.

Robert Bottcher, President

 January 3, 2019
 Date

7. Nondiscrimination (EEO policy statement) of the subcontractors.

Required by 41 CFR 60-741.44 through FHWA-1273, §II(1)(b)

- Standard Specifications 107.01

<https://www.fhwa.dot.gov/programadmin/contracts/poster.cfm>

☐ YES

☐ NO

☐ NA

version 20240104

HOWE PRECAST

Concrete Barriers, Inc.

P. O. box 1249
Queen Creek, AZ 85242
Phone 480-988-2073
Fax 480-988-0647

To Whom It May Concern:

Equal Employment Opportunity Policy

The policy of this company is to assure that applicants are employed, and employees are treated while employed without regard to their color, race, religion, sex, or national origin. Such action shall include: employment, upgrading, demotion, recruitment, transfer, layoff, or termination, rates of pay or forms of compensation.

Equal Employment Opportunity officer

Candice Camacho has been assigned as our company EEO Officer. Employees may contact Candice Camacho at (480)988-2073 or (480)907-8324 to answer any questions or address any concerns regarding our EEO Policy.

Sincerely,



Justin Franks, President
Howe Precast Concrete Barrier, Inc.

7825 E. Paloma Ave • Mesa, AZ 85212

8. "Pay Transparency Nondiscrimination Provision" (Revised December 2016)

Posters must be current and may change without prior notice.

Required by Executive Order 11246, as amended by Executive Order 13665 (April 8, 2014); Required by 41 CFR 60-1.35; and FHWA-1273, §II(1)(b).

<https://www.fhwa.dot.gov/programadmin/contracts/poster.cfm>

☐ YES

☐ NO

☐ NA

PAY TRANSPARENCY NONDISCRIMINATION PROVISION

The contractor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. 41 CFR 60-1.35(c)

If you believe that you have experienced discrimination contact OFCCP
1.800.397.6251 | TTY 1.877.889.5627 | www.dol.gov/ofccp



9. "Notice" Federal-Aid Projects with all contact information completed.

FHWA Form-1022 Revised May 2015

Blank fields are filled in under State Transportation Agency:

Arizona Department of Transportation Deputy
State Engineer 206 S. 17th Ave. Phoenix, AZ
85007 Phone: 602.712.8274

Under Federal Highway Administration:
4000 N. Central Ave. Suite 1500 Phoenix, AZ
85012

Posters must be current and may change without prior notice.

Required by Executive Order 11246, as amended by Executive Order 13665 (April 8, 2014); Required by 41 CFR 60-1.35; and FHWA-1273, §II(1)(b).

<https://www.fhwa.dot.gov/programadmin/contracts/poster.cfm>

☐ YES

☐ NO

☐ NA



NOTICE

The highway construction underway at this location is a Federal or Federal-aid project and is subject to applicable State and Federal laws, including Title 18, United States Code, Section 1020, which reads as follows:

“Whoever, being an officer, agent, or employee of the United States, or any State or Territory, or whoever, whether a person, association, firm or corporation, knowingly makes any false statement, false representation or false report as to the character, quality, quantity, or cost of the material used or to be used, or the quantity or quality of the work performed or to be performed, or the costs thereof in connection with the submission of plans, maps, specifications, contracts, or costs of construction of any highway or related project submitted for approval to the Secretary of Transportation; or

Whoever, knowingly makes any false statement, false representation, false report, or false claim with respect to the character, quality, quantity or cost of any work performed or to be performed, or materials furnished or to be furnished, in connection with the construction of any highway or related project approved by the Secretary of Transportation; or

Whoever knowingly makes any false statement or false representation as to a material fact in any statement, certificate, or report submitted pursuant to the provision of the Federal Aid Road Act approved July 11, 1916 (39 Stat. 355) as amended and supplemented,

Shall be fined under this title or imprisoned not more than five years, or both.”

Any person having reason to believe this statute is being violated should report the same to the agency representative(s) named below.

State Transportation Agency Arizona Department of Transportation Deputy State Engineer 206 South 17 Avenue Phoenix, Arizona 85007 602-712-8274	U.S. Department of Transportation Hotline for Fraud, Waste, & Abuse 1-800-424-9071	Federal Highway Administration Division Administrator 4000 North Central Avenue Suite 1500 Phoenix, Arizona 85012
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10. Employee Rights under the Davis-Bacon Act.
(Only on Davis Bacon Projects. Check Project
Specials).

WH 1321 (Revised October 2017)

Resident Engineering Field Office
administering the contract in the blank block.

Posters must be current and may change without
prior notice.

- Standard Specifications 107.01
- Required by 29 CFR 5.5(a)(1) and
FHWA-1273, §IV(1)(a).
Enforcement by STA and/or USDOL.

<https://www.fhwa.dot.gov/programadmin/contracts/poster.cfm>

☐ YES

☐ NO

☐ NA

EMPLOYEE RIGHTS

UNDER THE DAVIS-BACON ACT

FOR LABORERS AND MECHANICS EMPLOYED ON FEDERAL OR FEDERALLY ASSISTED CONSTRUCTION PROJECTS

PREVAILING WAGES

You must be paid not less than the wage rate listed in the Davis-Bacon Wage Decision posted with this Notice for the work you perform.

OVERTIME

You must be paid not less than one and one-half times your basic rate of pay for all hours worked over 40 in a work week. There are few exceptions.

ENFORCEMENT

Contract payments can be withheld to ensure workers receive wages and overtime pay due, and liquidated damages may apply if overtime pay requirements are not met. Davis-Bacon contract clauses allow contract termination and debarment of contractors from future federal contracts for up to three years. A contractor who falsifies certified payroll records or induces wage kickbacks may be subject to civil or criminal prosecution, fines and/or imprisonment.

APPRENTICES

Apprentice rates apply only to apprentices properly registered under approved Federal or State apprenticeship programs.

PROPER PAY

If you do not receive proper pay, or require further information on the applicable wages, contact the Contracting Officer listed below:

Resident Engineering "Field Office" administering the contract.

or contact the U.S. Department of Labor's Wage and Hour Division.



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243
TTY: 1-877-889-5627
www.dol.gov/whd



11. Schedule of the Davis Bacon Wage Rates listed in the project's special provisions.

"General Decision AZ"

Located in the Project Special Provisions or the Addenda to the Special Provisions

- Special Provisions 107.01
- USDOL Davis-Bacon wage determinations available at: <https://sam.gov/content/home>. Required by WH1321 USC 40, Section I, Chapter 31 - General, Subchapter IV - Wage Rate Requirements, Section 3142

☐ YES

☐ NO

☐ NA

performance of work on the contract does not appear on this wage determination, the contractor must still submit a conformance request.

Additional information on contractor requirements and worker protections under the Executive Orders is available at <http://www.dol.gov/whd/govcontracts>.

"Example" For updated Davis-Bacon wage determinations please visit <https://sam.gov/content/home>

Modification Number Publication Date
0 01/06/2023

CARP0408-005 07/01/2022

	Rates	Fringes
CARPENTER (Including Cement Form Work).....	\$ 32.90	13.62

ENGI0428-001 06/01/2022		

	Rates	Fringes
POWER EQUIPMENT OPERATOR		
Group 1.....	\$ 30.14	12.57
Group 2.....	\$ 33.41	12.57
Group 3.....	\$ 34.49	12.57
Group 4.....	\$ 35.52	12.57

POWER EQUIPMENT OPERATORS CLASSIFICATIONS:

- GROUP 1: A-frame boom truck, air compressor, Beltcrete, boring bridge and texture, brakeman, concrete mixer (skip type), conductor, conveyor, cross timing and pipe float, curing machine, dinky (under 20 tons), elevator hoist (Husky and similar), firemen, forklift, generator (all), handler, highline cableway signalman, hydrographic mulcher, joint inserter, jumbo finishing machine, Kolman belt loader, machine conveyor, multiple power concrete saw, pavement breaker, power grizzly, pressure grout machine, pump, self-propelled chip spreading machine, slurry seal machine (Moto paver driver), small self-propelled compactor (with blade-backfill, ditch operation), straw blower, tractor (wheel type), tripper, tugger (single drum), welding machine, winch truck
- GROUP 2:
ALL COUNTIES INCLUDING MARICOPA: Aggregate Plant, Asphalt plant Mixer, Bee Gee, Boring Machine, Concrete Pump, Concrete Mechanical Tamping-Spreading Finishing Machine, Concrete Batch Plant, Concrete Mixer (paving & mobile), Elevating Grader (except as otherwise classified), Field Equipment Serviceman, Locomotive Engineer (including Dinky 20 tons & over), Moto-Paver, Oiler-Driver, Operating

12.OSHA "Job Safety and Health It's the Law!" Poster.

OSHA 3165 Revised 2019

Posters must be current and may change without prior notice.

- Standard Specifications 107.01
- 29 U.S.C. 657(c)
29 CFR 1903.2 through FHWA-1273, §VII(1).
Enforcement through OSHA.

<https://www.fhwa.dot.gov/programadmin/contracts/poster.cfm>

☐ YES

☐ NO

☐ NA



Job Safety and Health IT'S THE LAW!

All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

This poster is available free from OSHA.

Contact OSHA. We can help.

Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.



13. Emergency contact telephone numbers. In areas where 911 is not available, the telephone numbers of the physicians, hospitals, or ambulances shall be conspicuously posted.

{Project Specific document}

- Standard Specifications 107.01
- 29 CFR 1926.50(f) through FHWA-1273, §VII(1) except on areas with 911 for emergencies.

<https://www.fhwa.dot.gov/programadmin/contracts/poster.cfm>

☐ YES

☐ NO

☐ NA



FNF CONSTRUCTION, INC.

EMERGENCY RESPONSE

01879 – ADOT PROJECT H823201C - US 93 – MOHAVE COUNTY

In the event of a severe job site injury or fatality to an FNF employee, subcontractor, or member of the public, contact emergency response immediately, then notify one of the contacts listed below.

JEREMY SHEETS	480-250-4385	PROJECT MANAGER
JOSH WELP	480-341-3643	DIRECTOR OF SAFETY & HEALTH
DEBRA GERMANN	602-619-2020	DIRECTOR OF RISK MANAGEMENT

EMERGENCY – 911

AMBULANCE – 911

FIRE DEPARTMENT – 911

POLICE/SECURITY – 911

HOSPITAL	CLINIC
KINGMAN REGIONAL MEDICAL CENTER 3269 STOCKTON HILL ROAD KINGMAN, AZ 86409 928-757-2101	AIM CLINIC 515 NORTH 18 TH STREET PHOENIX, ARIZONA 85006 602-470-0021

PROJECT MANAGEMENT

MARTIN RAMIREZ PROJECT SPONSOR
JEREMY SHEETS PROJECT MANAGER

PROJECT INFORMATION

OSHA	MSHA
602-542-5795	303-231-5468

SAFETY DATA SHEETS

3E COMPANY 800-451-8346 24 HOURS/7 DAYS/WEEK

CHEMICAL SPILLS ■ EXPOSURES ■ POISONING

WHEN CALLING PLEASE HAVE PRODUCT NAME & NUMBER, MANUFACTURER NAME
AND UPS CODE (IF AVAILABLE).

**IT IS YOUR RESPONSIBILITY TO KEEP THIS FORM UPDATED WHEN
TRANSFERRING FROM PROJECT-TO-PROJECT.**



EMERGENCY PHONE NUMBERS

PHYSICIAN 911 or _____

HOSPITAL 911 or _____

AMBULANCE 911 or _____

FIRE DEPT 911 or _____

POLICE DEPT 911 or _____

Post in a conspicuous location in accordance with OSHA Regulation 1926.50(f).

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14. "Your Rights Under USERRA" (Revised April 2017)

Posters must be current and may change without prior notice.

- Standard Specifications 107.01
- Required by 38 U.S.C. 4334(a) and 20 CFR 1002.

<https://www.fhwa.dot.gov/programadmin/contracts/poster.cfm>

☐ YES

☐ NO

☐ NA



YOUR RIGHTS UNDER USERRA

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

REEMPLOYMENT RIGHTS

You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and:

- ☆ you ensure that your employer receives advance written or verbal notice of your service;
- ☆ you have five years or less of cumulative service in the uniformed services while with that particular employer;
- ☆ you return to work or apply for reemployment in a timely manner after conclusion of service; and
- ☆ you have not been separated from service with a disqualifying discharge or under other than honorable conditions.

If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, in some cases, a comparable job.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

If you:

- ☆ are a past or present member of the uniformed service;
- ☆ have applied for membership in the uniformed service; or
- ☆ are obligated to serve in the uniformed service;

then an employer may not deny you:

- ☆ initial employment;
- ☆ reemployment;
- ☆ retention in employment;
- ☆ promotion; or
- ☆ any benefit of employment

because of this status.

In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection.

HEALTH INSURANCE PROTECTION

- ☆ If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military.
- ☆ Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries.

ENFORCEMENT

- ☆ The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations.
- ☆ For assistance in filing a complaint, or for any other information on USERRA, contact VETS at **1-866-4-USA-DOL** or visit its website at **<http://www.dol.gov/vets>**. An interactive online USERRA Advisor can be viewed at **<http://www.dol.gov/elaws/userra.htm>**.
- ☆ If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation.
- ☆ You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA.

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: **<http://www.dol.gov/vets/programs/userra/poster.htm>**. Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.



U.S. Department of Labor
1-866-487-2365



U.S. Department of Justice



Office of Special Counsel



1-800-336-4590

Publication Date — April 2017

15. “Employee Rights Under the Fair Labor Standards Act” (FLSA).

Needed on projects where Davis-Bacon rates do not apply and rates must be current.

WHD Publication 1088 (Revised April 2023)

Posters must be current and may change without prior notice.

- Standard Specifications 107.01
- 29 USC 211
- 29 CFR 516.4

<https://www.fhwa.dot.gov/programadmin/contracts/poster.cfm>

☐ YES

☐ NO

☐ NA

EMPLOYEE RIGHTS

UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE

\$7.25

PER HOUR

BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it.

OVERTIME PAY

At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR

An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment.

TIP CREDIT

Employers of “tipped employees” who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee’s tips combined with the employer’s cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.

PUMP AT WORK

The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for their nursing child for one year after the child’s birth each time the employee needs to express breast milk. Employers must provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.

ENFORCEMENT

The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA’s child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the FLSA.

ADDITIONAL INFORMATION

- Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to the pump at work requirements.
- Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico.
- Some state laws provide greater employee protections; employers must comply with both.
- Some employers incorrectly classify workers as “independent contractors” when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA’s minimum wage and overtime pay protections and correctly classified independent contractors are not.
- Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243
www.dol.gov/agencies/whd



16. Employee Rights and Responsibilities Under The Family And Medical Leave Act.

WHD Publication 1420 (Revised April 2023)

Posters must be current and may change without prior notice.

- Standard Specifications 107.01
- 29 CFR 825.300 and 825.400 (employers with more than 50 people)

<https://www.fhwa.dot.gov/programadmin/contracts/poster.cfm>

☐ YES

☐ NO

☐ NA

Your Employee Rights Under the Family and Medical Leave Act

What is FMLA leave?

The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with **job-protected leave** for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees.

Eligible employees can take **up to 12 workweeks** of FMLA leave in a 12-month period for:

- The birth, adoption or foster placement of a child with you,
- Your serious mental or physical health condition that makes you unable to work,
- To care for your spouse, child or parent with a serious mental or physical health condition, and
- Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember.

An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness **may take up to 26 workweeks** of FMLA leave in a single 12-month period to care for the servicemember.

You have the right to use FMLA leave in **one block of time**. When it is medically necessary or otherwise permitted, you may take FMLA leave **intermittently in separate blocks of time, or on a reduced schedule** by working less hours each day or week. Read Fact Sheet #28M(c) for more information.

FMLA leave is **not paid leave**, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave.

Am I eligible to take FMLA leave?

You are an **eligible employee** if **all** of the following apply:

- You work for a covered employer,
- You have worked for your employer at least 12 months,
- You have at least 1,250 hours of service for your employer during the 12 months before your leave, and
- Your employer has at least 50 employees within 75 miles of your work location.

Airline flight crew employees have different "hours of service" requirements.

You work for a **covered employer** if **one** of the following applies:

- You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year,
- You work for an elementary or public or private secondary school, or
- You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of the FMLA, administered by the Office of Personnel Management.

How do I request FMLA leave?

Generally, **to request FMLA leave you must:**

- Follow your employer's normal policies for requesting leave,
- Give notice at least 30 days before your need for FMLA leave, or
- If advance notice is not possible, give notice as soon as possible.

You **do not have to share a medical diagnosis** but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA protection. You **must also inform your employer if FMLA leave was previously taken** or approved for the same reason when requesting additional leave.

Your **employer may request certification** from a health care provider to verify medical leave and may request certification of a qualifying exigency.

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.

State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions. Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress.

What does my employer need to do?

If you are eligible for FMLA leave, your **employer must:**

- Allow you to take job-protected time off work for a qualifying reason,
- Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and
- Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave.

Your **employer cannot interfere with your FMLA rights** or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation.

After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your **employer must confirm whether you are eligible** or not eligible for FMLA leave. If your employer determines that you are eligible, your **employer must notify you in writing:**

- About your FMLA rights and responsibilities, and
- How much of your requested leave, if any, will be FMLA-protected leave.

Where can I find more information?

Call **1-866-487-9243** or visit **dol.gov/fmla** to learn more.

If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. **Scan the QR code to learn about our WHD complaint process.**



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

SCAN ME



17.Derechos Del Empleado Segun La Ley De Ausencia Familiar Y Medica.

WHD 1420SP (Revised April 2023)

Posters must be current and may change without prior notice.

- Standard Specifications 107.01
- 29 CFR 825.300 and 825.400 (employers with more than 50 people)

<https://www.fhwa.dot.gov/programadmin/contracts/poster.cfm>

☐ YES

☐ NO

☐ NA

Sus derechos de personal según la Ley de Licencia Familiar y Médica

¿Qué es una licencia de FMLA?

La Ley de Licencia Familiar y Médica (FMLA, por sus siglas en inglés) es una ley federal que proporciona al personal elegible **licencias con protección del empleo** por razones familiares y médicas que califiquen. La División de Horas y Salarios (WHD, por sus siglas en inglés) del Departamento de Trabajo de EE. UU. hace cumplir la FMLA para la mayoría del personal.

El personal elegible puede tomarse licencias de FMLA de **hasta 12 semanas de trabajo** en un período de 12 meses por:

- El nacimiento, la adopción o la ubicación de hogar adoptivo de un niño o niña,
- Un problema grave de salud mental o físico que le impide trabajar,
- El cuidado de su cónyuge, hijos, hijas o padres con enfermedades mentales o físicas graves, y
- Ciertas razones que califican, relacionadas con la asignación de su cónyuge, hijo, hija, padre o madre en el servicio militar.

El personal que sea cónyuge, hijo, hija, padre, madre o familiar cercano de una persona cubierta en el servicio militar con una lesión o enfermedad grave **puede tomarse una licencia de FMLA de hasta 26 semanas de trabajo** en un solo período de 12 meses para cuidar a la persona en servicio.

Puede que usted tenga derecho a usar la licencia de FMLA en **un bloque de tiempo**. Cuando haya una necesidad médica o se permita por otro motivo, puede tomar una licencia de FMLA **de forma intermitente en bloques separados, o con un horario reducido** trabajando menos horas al día o a la semana. Lea la hoja informativa #28M(c) para obtener más información.

La licencia de FMLA **no es una licencia paga**, pero usted puede elegir, o puede que su empresa le exija, utilizar cualquier licencia paga proporcionada por la empresa si la política de licencias de su empresa cubre el motivo por el cual necesita una licencia de FMLA.

¿Soy elegible para tomar una licencia de FMLA?

Usted es **elegible** si aplican **todas** las siguientes condiciones:

- Trabaja para una empresa cubierta,
- Ha trabajado para su empresa durante al menos 12 meses,
- Tiene al menos 1250 horas de servicio para su empresa durante los 12 meses previos a su licencia, y
- Su empresa tiene al menos 50 integrantes del personal dentro de las 75 millas desde su lugar de trabajo.

El personal de tripulación de vuelo tiene requisitos de "horas de servicio" diferentes.

Trabaja para una **empresa cubierta** si aplica **una** de las siguientes condiciones:

- Trabaja para una empresa privada que tiene al menos 50 integrantes del personal durante al menos 20 semanas laborales en el año actual o anterior,
- Trabaja para una escuela primaria o secundaria pública o privada, o
- Trabaja para una agencia pública, como una agencia gubernamental local, estatal o federal. La mayoría del personal está cubierta por el Título II de la FMLA, administrada por la Oficina de Administración de Personal.

¿Cómo solicito una licencia de FMLA?

En general, **para solicitar una licencia de FMLA usted debe:**

- Seguir las políticas regulares de su empresa para solicitar licencias,
- Avisar con al menos 30 días de anticipación que necesita una licencia de FMLA, o
- Si no es posible avisar con anticipación, avisar tan pronto sea posible.

Usted **no tiene obligación de compartir un diagnóstico médico**, pero debe proporcionar información suficiente para que su empresa pueda determinar si la licencia califica para la protección de la FMLA. Usted también **debe informar a su empresa si se tomó una licencia de FMLA anteriormente** o se aprobó por el mismo motivo al solicitar una licencia adicional.

Su **empresa puede solicitar certificación** de un prestador de atención médica para verificar la licencia médica y puede solicitar certificación de una exigencia que califique.

La FMLA no afecta ninguna ley federal o estatal que prohíba la discriminación, ni invalida ninguna ley estatal o local o acuerdo colectivo que proporcione mayores derechos de licencia familiar o médica.

El personal estatal puede estar sujeto a ciertas limitaciones al buscar demandas directas con respecto a licencias por sus propias condiciones graves de salud. La mayor parte del personal federal y cierta parte del congresional también está cubierta por la ley, pero está sujeta a la jurisdicción de la Oficina de Administración de Personal de EE. UU. o al Congreso.

¿Qué debe hacer mi empresa?

Si usted es elegible para una licencia de FMLA, su **empresa debe:**

- Permitirle que se ausente del trabajo con su empleo protegido, por un motivo que califique,
- Continuar su plan de cobertura grupal de salud mientras se encuentra de licencia, de la misma forma que si no estuviera de licencia, y
- Permitirle regresar al mismo empleo, o a un empleo virtualmente igual con el mismo salario, los mismos beneficios y otras condiciones de trabajo, incluidos los turnos y la ubicación, al finalizar su licencia.

Su **empresa no puede interferir con sus derechos de la FMLA** ni amenazar ni castigarle por ejercer sus derechos en virtud de la ley. Por ejemplo, su empleador no puede tomar represalias contra usted por solicitar una licencia de FMLA o cooperar con una investigación de WHD.

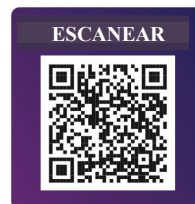
Tras tomar conocimiento de que su necesidad de tomar una licencia es por un motivo que califica según la FMLA, su **empresa debe confirmar si usted es elegible** o no para la licencia de la FMLA. Si su empresa determina que usted es elegible, su **empresa debe notificarle por escrito:**

- Sobre sus derechos y responsabilidades en virtud de la FMLA, y
- Qué parte de su licencia solicitada, si la hubiera, será protegida por la FMLA.

¿Dónde puedo encontrar más información?

Llame al **1-866-487-9243** o visite **doi.gov/fmla** para conocer más.

Si cree que sus derechos según la FMLA han sido violados, puede presentar una denuncia ante la WHD o presentar una demanda privada contra su empresa en la corte. **Escanee el código QR para conocer más sobre el proceso de denuncias de la WHD.**



DIVISIÓN DE HORAS Y SALARIOS
DEPARTAMENTO DE TRABAJO DE LOS ESTADOS UNIDOS

18. Employee Rights Employee Polygraph Protection Act. (EPPA)

WH Publication 1462 (Revised February 2022)

Posters must be current and may change without prior notice.

- Standard Specifications 107.01
- 29 CFR 801.6 Enforcement by USDOL.

<https://www.fhwa.dot.gov/programadmin/contracts/poster.cfm>

☐ YES

☐ NO

☐ NA

EMPLOYEE RIGHTS

EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

PROHIBITIONS

Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

EXEMPTIONS

Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related activities.

The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers.

The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer.

The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests.

EXAMINEE RIGHTS

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons.

ENFORCEMENT

The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243
www.dol.gov/agencies/whd



19. Contractor Notice of Intent (NOI) for storm water discharge. The approval date and ADEQ authorization number must be posted. Current Construction General Permit (Both EPA or ADEQ).

{Project Specific document}

- Special Provisions 104.09 (C)

☐ YES

☐ NO

☐ NA



ARIZONA DEPARTMENT OF ENVIRONMENTAL QUALITY

1110 West Washington Street Phoenix, Arizona 85007
(602) 771-2300 www.azdeq.gov



Notice of Intent (NOI) Certificate

LTF#: 80189

ID#: AZCN80189

Type: **AZPDES Stormwater Construction General Permit (CGP)**

Issue Date: **01/28/2020**

Please note, that pursuant to Arizona Administrative Code, Title 18, Chapter 14, Article 109(C), you will be billed an annual permit fee equal to the initial fee until such time as you submit a Notice of Termination to close out your permit coverage.

Coverage Issued to:

Name: **FISHER SAND & GRAVEL CO.**

Address Line 1: **1302 W DRIVERS WAY**

City: **TEMPE**

State: **AZ** zip : **85284**

Construction Site Information:

Name: **State Highway, Phoenix - Cordes Jct. Hwy, I-17 / 017 MA 208 F0155 01C**

Latitude/Longitude: **33.571655 / -112.117697**

Acres Disturbed: **13**

Outfall Location(s):

Main Office

1110 W. Washington Street . Phoenix, AZ 85007
(602) 771-2300

Southern Regional Office

400 W. Congress Street . Suite 433 . Tucson, AZ 85701
(520) 628-6733

www.azdeq.gov

metro area

Discharge Monitoring Report (DMR) Required:**No**

SWPPP Contact Information:

First Name:**Chris**

Last Name:**Smith**

Phone:**4802265731**

Work Email :**csmith@fisherind.com**

Main Office

1110 W.Washington Street . Phoenix, AZ 85007
(602)771-2300

Southern Regional Office

400 W.Congress Street . Suite 433 . Tucson, AZ 85701
(520)628-6733

www.azdeq.gov

NPDES
FORM
3510-9UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
WASHINGTON, DC 20460
NOTICE OF INTENT (NOI) FOR THE 2017 NPDES CONSTRUCTION PERMITFORM
Approved OMB No.
2040-0004

Submission of this Notice of Intent (NOI) constitutes notice that the operator identified in Section III of this form requests authorization to discharge pursuant to the NPDES Construction General Permit (CGP) permit number identified in Section II of this form. Submission of this NOI also constitutes notice that the operator identified in Section III of this form meets the eligibility requirements of Part 1.1 CGP for the project identified in Section IV of this form. Permit coverage is required prior to commencement of construction activity until you are eligible to terminate coverage as detailed in Part 8 of the CGP. To obtain authorization, you must submit a complete and accurate NOI form. Discharges are not authorized if your NOI is incomplete or inaccurate or if you were never eligible for permit coverage. Refer to the instructions at the end of this form.

Permit Information

NPDES ID: AZR10I0EGState where your construction site is located: AZIs your construction site located on Indian Country Lands? ☒ YES ☐ NOIndian Country Lands: NAVAJO RESERVATIONAre you requesting coverage under this NOI as a "Federal Operator" as defined in Appendix A (https://www.epa.gov/sites/production/files/2017-02/documents/2017_cgp_final_appendix_a_-_definitions_508.pdf)?☐ YES ☒ NOHave stormwater discharges from your current construction site been covered previously under an NPDES permit? ☐ YES ☒ NOWill you use polymers, flocculants, or other treatment chemicals at your construction site? ☐ YES ☒ NOHas a Stormwater Pollution Prevention Plan (SWPPP) been prepared in advance of filling this NOI, as required? ☒ YES ☐ NOAre you able to demonstrate that you meet one of the criteria listed in Appendix D (https://www.epa.gov/sites/production/files/2017-02/documents/2017_cgp_final_appendix_d_-_endangered_species_reqs_508.pdf) with respect to protection of threatened or endangered species listed under the Endangered Species Act (ESA) and federally designated critical habitat?☒ YES ☐ NOHave you completed the screening process in Appendix E (https://www.epa.gov/sites/production/files/2017-02/documents/2017_cgp_final_appendix_e_-_historic_properties_reqs_508.pdf) relating to the protection of historic properties?☒ YES ☐ NO

Indicating "Yes" below, I confirm that I understand that CGP only authorized the allowable stormwater discharges in Part 1.2.1 and the allowable non-stormwater discharges listed in Part 1.2.2. Any discharges not expressly authorized in this permit cannot become authorized or shielded from liability under CWA section 402(k) by disclosure to EPA, state or local authorities after issuance of this permit via any means, including the Notice of Intent (NOI) to be covered by the permit, the Stormwater Pollution Prevention Plan (SWPPP), during an inspection, etc. If any discharges requiring NPDES permit coverage other than the allowable stormwater and non-stormwater discharges listed in Parts 1.2.1 and 1.2.2 will be discharged, they must be covered under another NPDES permit.

☒ YES ☐ NO

Operator Information

Operator Information

Operator Name: FNF Construction, Inc.

Mailing Address:

Street/Location: 115 S. 48th St.City: TempeState: AZZip Code: 85281County or Similar Government Subdivision: MARICOPA

Operator Point of Contact Information

First Name, Middle Initial, LastName: Tressia ContrerasTitle: Environmental ManagerPhone: 480-929-6733 Ext.Email: tressia@fnfinc.com

Project/Site Information

Project/Site Name: Laguna Creek Bridge US 193 H845501C

Project/Site Address

Street/Location: US 193 at MP 395.83 to 396.45City: KayentaState: AZZip Code: 86033County or Similar Government Subdivision: NAVAJO

Latitude/Longitude: 36.7373°N, 110.2378°WLatitude/Longitude Data Source: MapHorizontal Reference Datum: NAD 83Project Start Date: 2019-03-30Project End Date: 2020-08-30Estimated Area to be Disturbed: 11

Types of Construction Sites:

- Highway or Road

Will there be demolition of any structure built or renovated before January 1, 1980? ☒ YES ☐ NODo any of the structures being demolished have at least 10,000 square feet of floor space? ☒ YES ☐ NOWas the pre-development land use used for agriculture? ☐ YES ☒ NOHave earth-disturbing activities commenced on your project/site? ☐ YES ☒ NOIs your project located on a property of religious or cultural significance to an Indian tribe? ☐ YES ☒ NO

Discharge Information

Does your project/site discharge stormwater into a Municipal Separate Storm Sewer System (MS4)? ☒ YES ☐ NOAre there any waters of the U.S. within 50 feet of your project's earth disturbances? ☒ YES ☐ NO

Are any of the waters of the U.S. to which you discharge designated by the state or tribal authority under its antidegradation policy as a Tier 2 (or Tier 2.5) water (water quality exceeds levels necessary to support propagation of fish, shellfish, and wildlife and recreation in and on the water) or as a Tier 3 water (Outstanding National Resource Water)? See Appendix F (https://www.epa.gov/sites/production/files/2017-02/documents/2017_cgp_final_appendix_f_-_tier_3_tier_2_and_tier_2.5_waters_508.pdf)

☐ YES ☒ NO

001: Laguna Creek

Latitude/Longitude: 36.7374°N, 110.2377°WTier Designation: N/AIs this receiving water impaired (on the CWA303(d) list)? ☐ YES ☒ NOHas a TMDL been completed for this receiving waterbody? ☐ YES ☒ NO

Stormwater Pollution Prevention Plan (SWPPP)

First Name, Middle Initial, LastName: Tressia ContrerasTitle: Environmental ManagerPhone: 480-929-6733 Ext.Email: tressia@nfinc.com

Endangered Species Protection

Using the Instructions in Appendix D of the CGP, under which criterion listed in Appendix D are you eligible for coverage under this permit? Criterion A

Provide a brief summary of the basis for criterion selection listed above (the necessary content for a supportive basis statement is provided under the criterion you selected.):

Information was provided by the Arizona Department of Transportation

Historic Preservation

Are you installing any stormwater controls as described in Appendix E (https://www.epa.gov/sites/production/files/2017-02/documents/2017_cgp_final_appendix_e_-_historic_properties_reqs_508.pdf) that require subsurface earth disturbances? (Appendix E (https://www.epa.gov/sites/production/files/2017-02/documents/2017_cgp_final_appendix_e_-_historic_properties_reqs_508.pdf), Step 1)

☒ YES ☐ NO

Have prior surveys or evaluations conducted on the site already determined historic properties do not exist, or that prior disturbances have precluded the existence of historic properties? (Appendix (https://www.epa.gov/sites/production/files/2017-02/documents/2017_cgp_final_appendix_e_-_historic_properties_reqs_508.pdf), Step 2):

☒ YES ☐ NO

Certification Information

Version 20240104

Certified By: Tressia Contreras (TRESSIA1)

Certified On: 03/08/2019 2:30 PM

I certify under penalty of law that this document and all attachments were prepared under my direction or supervision in accordance with a system designed to assure that qualified personnel properly gathered and evaluated the information submitted. Based on my inquiry of the person or persons who manage the system, or those persons directly responsible for gathering the information, the information submitted is, to the best of my knowledge and belief, true, accurate, and complete. I have no personal knowledge that the information submitted is other than true, accurate, and complete. I am aware that there are significant penalties for submitting false information, including the possibility of fine and imprisonment for knowing violations. Signing an electronic document on behalf of another person is subject to criminal, civil, administrative, or other lawful action.

20.ADOT Notice of Intent (NOI) for storm water Discharge. The approval date and ADEQ authorization number must be posted. Current Construction General Permit (Both EPA or ADEQ).

{Project Specific document}

Special Provisions 104.09 (C)

☐ YES

☐ NO

☐ NA



ARIZONA DEPARTMENT OF ENVIRONMENTAL QUALITY

1110 West Washington Street Phoenix, Arizona 85007
(602) 771-2300 www.azdeq.gov



Notice of Intent (NOI) Certificate

LTF#: 80977

ID#: AZCN80977

Type: **AZPDES Stormwater Construction General Permit (CGP)**

Issue Date: **02/24/2020**

Coverage Issued to:

Name: **ARIZONA DEPARTMENT OF TRANSPORTATION - CENTRAL DISTRICT**

Address Line 1: **2140 W HILTON AVE**

City: **PHOENIX**

State: **AZ** zip : **85009**

Construction Site Information:

Name: **I-17: Peoria to Greenway**

Latitude/Longitude: **33.571669 / -112.117679**

Acres Disturbed: **13**

Outfall Location(s):

**ARIZONA CANAL DIVERSION CHANNEL | 33.571651 | -112.117706 |
UNKNOWN EPHEMERAL WATER**

Discharge Monitoring Report (DMR) Required: **No**

Main Office

1110 W. Washington Street . Phoenix, AZ 85007
(602) 771-2300

Southern Regional Office

400 W. Congress Street . Suite 433 . Tucson, AZ 85701
(520) 628-6733

www.azdeq.gov

SWPPP Contact Information:

First Name:**James**

Last Name:**Naujokaitis**

Phone:**6027126470**

Work Email :**jnaujokaitis@azdot.gov**

Main Office

1110 W.Washington Street . Phoenix, AZ 85007
(602)771-2300

Southern Regional Office

400 W.Congress Street . Suite 433 . Tucson, AZ 85701
(520)628-6733

www.azdeq.gov



ARIZONA DEPARTMENT OF ENVIRONMENTAL QUALITY

1110 West Washington Street Phoenix, Arizona 85007
(602) 771-2300 www.azdeq.gov



NOI for Arizona Pollutant Discharge Elimination System (AZPDES) Construction General Permit (CGP) Coverage for stormwater

LTF #: 80977

ID #: AZCN80977

e-DMR Required: No

Main Office

1110 W. Washington Street . Phoenix, AZ 85007
(602) 771-2300

Southern Regional Office

400 W. Congress Street . Suite 433 . Tucson, AZ 85701
(520) 628-6733

www.azdeq.gov

NOI Summary

Place : I-17: Peoria to Greenway

Lat: 33.571669 / Long: -112.117679

Question: Which of your companies/agencies is this for?

Answer: ARIZONA DEPARTMENT OF TRANSPORTATION - CENTRAL DISTRICT

Question: Are you an Arizona government agency?

Answer: Yes

Question: Is this a request for new permit coverage?

Answer: Yes, this is for new coverage. I don't have CGP coverage for this location.

Question: Will your facility's discharge reach waters of the U.S. ?

Answer: Yes, it might/will reach waters of the U.S.

Question: Will your project involve construction activity?

Answer: Yes

Question: What are the dates of your project ?

Answer: Start Date: 02/10/2020

End Date: 10/02/2021

Question: Is your construction activity part of a greater common plan of development or sale ?

Answer: No

Question: What is the total acreage that will be disturbed by your construction activities?

Answer: Your Section's Total Disturbed Acreage: 13

Question: Your facility name is:

Answer: I-17: Peoria to Greenway

Question: For what type of project will you need this coverage under the CGP?

Answer: ADOT

Question: At your site: Does stormwater runoff discharge to a regulated municipal separate storm sewer system (MS4) ?

Answer: Yes

MS4 do you discharge to : MARICOPA COUNTY MS4

Main Office

1110 W.Washington Street . Phoenix, AZ 85007
(602)771-2300

Southern Regional Office

400 W.Congress Street . Suite 433 . Tucson, AZ 85701
(520)628-6733

www.azdeq.gov

Question: What are the current location(s) for point(s) of discharge at your construction site?

Version 20240104

Answer:

Point Of Discharge Name	Latitude	Longitude
ARIZONA CANAL DIVERSION CHANNEL	33.571651	-112.117706

Question: Which receiving water does each outfall discharge to?

Answer:

Point Of Discharge Name	Receiving Waters
ARIZONA CANAL DIVERSION CHANNEL	UNKNOWN EPHEMERAL WATER

Question: Would you like ADEQ to review your SWPPP

Answer: No, I don't need it reviewed at this time

Question: Who is the contact person for your SWPPP ?

Answer:

First Name : James
Last Name : Naujokaitis
Phone : 6027126470
Work Email : jnaujokaitis@azdot.gov

CERTIFICATION OF SUBMISSION

DYLAN CARDIE

You validated your identity by answering your personal security question and password on myDEQ at **02:27 PM** on **02/24/2020**. At this time, you certified the summary information above by checking that you agreed to the following statement:

Pursuant to A.R.S. § 41-1030:

(1) ADEQ shall not base a licensing decision, in whole or in part, on a requirement or condition not specifically authorized by statute or rule. General authority in a statute does not authorize a requirement or condition unless a rule is made pursuant to it that specifically authorizes the requirement or condition.

(2) Prohibited licensing decisions may be challenged in a private civil action. Relief may be awarded to the prevailing party against ADEQ, including reasonable attorney fees, damages, and all fees associated with the license application.

(3) ADEQ employees may not intentionally or knowingly violate the requirement for specific licensing authority. Violation is cause for disciplinary action or dismissal, pursuant to ADEQ's adopted personnel policy. ADEQ employees are still afforded the immunity in A.R.S. §§ 12-821.01 and 12-820.02.

Certify your submission:

By checking this box I certify under penalty of law that this submittal was prepared by me, or under my direction or supervision of personnel appropriately qualified to properly gather and evaluate the information submitted. The information submitted is, to the best of my knowledge and belief, true, accurate, and complete. I understand that all information submitted to ADEQ is public record unless otherwise identified by law as confidential. I am aware that there are significant penalties for submitting false information, including the possibility of fines and imprisonment for knowing violations.

Main Office

1110 W.Washington Street . Phoenix, AZ 85007
(602)771-2300

Southern Regional Office

400 W.Congress Street . Suite 433 . Tucson, AZ 85701
(520)628-6733

www.azdeq.gov

NPDES
FORM
3510-9UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
WASHINGTON, DC 20460
NOTICE OF INTENT (NOI) FOR THE 2017 NPDES CONSTRUCTION PERMITFORM
Approved OMB No.
2040-0004

Submission of this Notice of Intent (NOI) constitutes notice that the operator identified in Section III of this form requests authorization to discharge pursuant to the NPDES Construction General Permit (CGP) permit number identified in Section II of this form. Submission of this NOI also constitutes notice that the operator identified in Section III of this form meets the eligibility requirements of Part 1.1 CGP for the project identified in Section IV of this form. Permit coverage is required prior to commencement of construction activity until you are eligible to terminate coverage as detailed in Part 8 of the CGP. To obtain authorization, you must submit a complete and accurate NOI form. Discharges are not authorized if your NOI is incomplete or inaccurate or if you were never eligible for permit coverage. Refer to the instructions at the end of this form.

Permit Information

NPDES ID: AZR10I0EIState where your construction site is located: AZIs your construction site located on Indian Country Lands? ☒ YES ☐ NOIndian Country Lands: NAVAJO RESERVATIONAre you requesting coverage under this NOI as a "Federal Operator" as defined in Appendix A (https://www.epa.gov/sites/production/files/2017-02/documents/2017_cgp_final_appendix_a_-_definitions_508.pdf)?☐ YES ☒ NOHave stormwater discharges from your current construction site been covered previously under an NPDES permit? ☐ YES ☒ NOWill you use polymers, flocculants, or other treatment chemicals at your construction site? ☐ YES ☒ NOHas a Stormwater Pollution Prevention Plan (SWPPP) been prepared in advance of filling this NOI, as required? ☒ YES ☐ NOAre you able to demonstrate that you meet one of the criteria listed in Appendix D (https://www.epa.gov/sites/production/files/2017-02/documents/2017_cgp_final_appendix_d_-_endangered_species_reqs_508.pdf) with respect to protection of threatened or endangered species listed under the Endangered Species Act (ESA) and federally designated critical habitat?☒ YES ☐ NOHave you completed the screening process in Appendix E (https://www.epa.gov/sites/production/files/2017-02/documents/2017_cgp_final_appendix_e_-_historic_properties_reqs_508.pdf) relating to the protection of historic properties?☒ YES ☐ NO

Indicating "Yes" below, I confirm that I understand that CGP only authorized the allowable stormwater discharges in Part 1.2.1 and the allowable non-stormwater discharges listed in Part 1.2.2. Any discharges not expressly authorized in this permit cannot become authorized or shielded from liability under CWA section 402(k) by disclosure to EPA, state or local authorities after issuance of this permit via any means, including the Notice of Intent (NOI) to be covered by the permit, the Stormwater Pollution Prevention Plan (SWPPP), during an inspection, etc. If any discharges requiring NPDES permit coverage other than the allowable stormwater and non-stormwater discharges listed in Parts 1.2.1 and 1.2.2 will be discharged, they must be covered under another NPDES permit.

☒ YES ☐ NO

Operator Information

Operator Information

Operator Name: Arizona Department of Transportation

Mailing Address:

Street/Location: 2407 E. Navajo BlvdCity: HolbrookState: AZZip Code: 86025County or Similar Government Subdivision: NAVAJO

Operator Point of Contact Information

First Name, Middle Initial, LastName: Karlis YazzieTitle: Resident EngineerPhone: 928-524-5423 Ext.Email: kyazzie2@azdot.gov

Project/Site Information

Project/Site Name: Laguna Creek Bridge US 163 H845501C

Project/Site Address

Street/Location: US 163 at MP 395.83 to 396.45City: KayentaState: AZZip Code: 86033County or Similar Government Subdivision: NAVAJO

Latitude/Longitude: 36.7373°N, 110.2379°WLatitude/Longitude Data Source: MapHorizontal Reference Datum: NAD 83Project Start Date: 2019-03-30Project End Date: 2020-08-30Estimated Area to be Disturbed: 11

Types of Construction Sites:

- Highway or Road

Will there be demolition of any structure built or renovated before January 1, 1980? ☒ YES ☐ NODo any of the structures being demolished have at least 10,000 square feet of floor space? ☒ YES ☐ NOWas the pre-development land use used for agriculture? ☐ YES ☒ NOHave earth-disturbing activities commenced on your project/site? ☐ YES ☒ NOIs your project located on a property of religious or cultural significance to an Indian tribe? ☐ YES ☒ NO

Discharge Information

Does your project/site discharge stormwater into a Municipal Separate Storm Sewer System (MS4)? ☒ YES ☐ NOAre there any waters of the U.S. within 50 feet of your project's earth disturbances? ☒ YES ☐ NO

Are any of the waters of the U.S. to which you discharge designated by the state or tribal authority under its antidegradation policy as a Tier 2 (or Tier 2.5) water (water quality exceeds levels necessary to support propagation of fish, shellfish, and wildlife and recreation in and on the water) or as a Tier 3 water (Outstanding National Resource Water)? See Appendix F (https://www.epa.gov/sites/production/files/2017-02/documents/2017_cgp_final_appendix_f_-_tier_3_tier_2_and_tier_2.5_waters_508.pdf)

☐ YES ☒ NO

001: Laguna Creek

Latitude/Longitude: 36.7371°N, 110.2381°WTier Designation: N/AIs this receiving water impaired (on the CWA303(d) list)? ☐ YES ☒ NOHas a TMDL been completed for this receiving waterbody? ☐ YES ☒ NO

Stormwater Pollution Prevention Plan (SWPPP)

First Name, Middle Initial, LastName: Karlis YazzieTitle: Resident EngineerPhone: 928-524-3339 Ext.Email: kyazzie2@azdot.gov

Endangered Species Protection

Using the Instructions in Appendix D of the CGP, under which criterion listed in Appendix D are you eligible for coverage under this permit? Criterion A

Provide a brief summary of the basis for criterion selection listed above (the necessary content for a supportive basis statement is provided under the criterion you selected.):

The Arizona Department of Transportation has determined that no endangered species will be impacted by this project.

Historic Preservation

Are you installing any stormwater controls as described in Appendix E (https://www.epa.gov/sites/production/files/2017-02/documents/2017_cgp_final_appendix_e_-_historic_properties_reqs_508.pdf) that require subsurface earth disturbances? (Appendix E (https://www.epa.gov/sites/production/files/2017-02/documents/2017_cgp_final_appendix_e_-_historic_properties_reqs_508.pdf), Step 1)

☒ YES ☐ NO

Have prior surveys or evaluations conducted on the site already determined historic properties do not exist, or that prior disturbances have precluded the existence of historic properties? (Appendix (https://www.epa.gov/sites/production/files/2017-02/documents/2017_cgp_final_appendix_e_-_historic_properties_reqs_508.pdf), Step 2):

☒ YES ☐ NO

Certification Information

Version 20240104

Certified By: Karlis Yazzie (KYAZZIE2@AZDOT.GOV)

Certified On: 03/08/2019 4:15 PM

I certify under penalty of law that this document and all attachments were prepared under my direction or supervision in accordance with a system designed to assure that qualified personnel properly gathered and evaluated the information submitted. Based on my inquiry of the person or persons who manage the system, or those persons directly responsible for gathering the information, the information submitted is, to the best of my knowledge and belief, true, accurate, and complete. I have no personal knowledge that the information submitted is other than true, accurate, and complete. I am aware that there are significant penalties for submitting false information, including the possibility of fine and imprisonment for knowing violations. Signing an electronic document on behalf of another person is subject to criminal, civil, administrative, or other lawful action.

21.Name and contact information of the contractor's safety supervisor.

{Project Specific document}

- Standard Specifications 107.01
- Standard Specifications 107.08

☐ YES

☐ NO

☐ NA



1302 W Drivers Way | Tempe, AZ 85284-1048
(877) 796-9238 | (480) 730-1033 | Fax: (480) 730-1264 | www.fisherind.com

Fisher Sand & Gravel Co.

Arizona Drilling & Blasting
Fisher Grading & Excavation
Fisher Ready Mix
Southwest Asphalt
Southwest Asphalt Paving

Fisher Sand & Gravel - New Mexico, Inc.
General Steel and Supply Company

November 8, 2018

Arizona Department of Transportation
3664 E. Andy Devine Ave
Kingman, AZ 86401

Attn: Joshua Wentzlof, P.E.
Resident Engineer

Re: Project No. HSIP-093-A(205)T
TRACS No. H865701C
Hoover Dam - Kingman Highway
White Hills Road - Eleventh Street.
SWAP Project No. 18534

Subject: Safety Plan

Gentlemen:

Please find attached our Safety Plan for the above referenced project.

Site specific safety rules and procedures will be submitted on an as needed basis and prior to that portion of the work starting. Calculations for temporary shoring will be furnished for areas needing temporary shoring prior to installation.

Chris Bryant is our designated on-site Safety Director and our Corporate Safety Director is Russ Wahl. The telephone numbers that they can be reached on are 602-510-7224 and 800-932-8740 respectively.

If you have any questions regarding this letter, please do not hesitate to call me at 480-730-1033.

Sincerely,
FISHER SAND & GRAVEL CO. DBA SOUTHWEST ASPHALT PAVING

A handwritten signature in blue ink, appearing to read 'Emily Young', with a stylized flourish at the end.

Emily Young
Contract Administrator



PHONE: 480 784 2910
FAX: 480 829 8607

1/10/19

Arizona Department of Transportation
3660 E. Andy Devine Avenue
Kingman, AZ 86401

Attn: Mr. Darin Dryden
Resident Engineer

Ref: 093 MO 116 H8232 01C
NH-093-B(205)S
Carrow - Stephens
Wickenburg – Kingman Highway – US 93

Mr. Dryden:

In accordance with Standard Specification Section 108, the following is our list of emergency contacts for this project:

Jeremy Sheets	Project Manager	480-250-4385
Amy Rosar	Assistant Project Manager	602-318-9332
James Gillespie	Field Superintendent	928-369-6670
Martin Ramirez	Project Sponsor	602-619-5181

If you have any questions or comments, please do not hesitate to contact me.

Sincerely,

FNF Construction, Inc.

A handwritten signature in blue ink, appearing to read 'J. Sheets', is written over a horizontal line.

Jeremy Sheets
Project Manager

This page intentionally left blank.

22. List of subcontractor's safety supervisors.

{Project Specific document}

- Standard Specifications 107.01
- Standard Specifications 107.08

☐ YES

☐ NO

☐ NA



115 SOUTH 48TH STREET • TEMPE, ARIZONA 85281

 PHONE: 480 784 2910
 FAX: 480 829 8607

US 93 – Wickenburg-Kingman Highway
 Carrow – Stephens
 Project No. 093 MO 116 H823201C
 Federal Aid No. NH-093-B(205)S

FNF Emergency Contacts:

Martin Ramirez:	(602) 619-5181
Jeremy Sheets (SAFETY):	(480) 250-4385
James Gillespie:	(928) 369-6670
Amy Rosar	(602) 318-9332

Subcontractor Safety Contacts:

Arizona Highway Safety Specialists:	Rob Forshey – (928) 925-8192
Evergreen Spray Systems:	Paula Gross – (928) 925-1966
Gallagher:	Dan Gallagher – (480) 248-5574
Howe Precast:	Bill Lewis – (480) 748-5391
NBC Barricades:	Ramon Lopez – (602) 810-4853
Paradise Rebar:	Alec Bell – (602) 447-0839
Revegetation Services:	Mike Hayes – (480) 516-4805
Rummel:	George Cabral – (480) 222-9922
Stodghill:	Tracy DeCosta (480) 476-3554
Western Fence:	Marcus Reid (602-244-0368
Western States Profiling:	Brian Gallimore (623) 434-5050
Western Tech:	Jose Cordova (602) 437-8979

23. Notice to Employees: You are covered by Unemployment Insurance.

POU-003 (Revised August 2019)

Posters must be current and may change without prior notice.

- Standard Specifications
- 107.01 ARS § 23-772.C

<https://des.az.gov/digital-library/notice-employees-you-are-covered-unemployment-insurance-ui>

☐ YES

☐ NO

☐ NA



NOTICE TO EMPLOYEES

YOU ARE COVERED BY UNEMPLOYMENT INSURANCE (UI)

For an explanation of what this insurance means to you, visit our website at www.azui.com for a copy of the pamphlet A Guide to Arizona Benefits. You may obtain additional information from the Unemployment Insurance office by calling (602) 364-2722 in the Phoenix area, (520) 791-2722 in the Tucson area, or toll free at 1-877-600-2722.

IF YOU BECOME UNEMPLOYED, YOU MAY BE ELIGIBLE FOR UNEMPLOYMENT BENEFITS IF YOU:

- Open or reopen a claim by going on line at www.azui.com. If you do not have internet access, go to your nearest Arizona Department of Economic Security (ADES) Employment Service (ES) office for assistance.
- Were separated from your last job for a non-disqualifying reason.
- Meet the wage requirements established by law.
- Are registered for work with Arizona Job Connection – DES will attempt to register you based on the information you provide when your claim is filed.
- Actively seek work and remain available and able to accept suitable employment.
- Meet all other eligibility requirements.

You may receive partial unemployment insurance payments if your hours and wages are reduced.

Equal Opportunity Employer / Program • Auxiliary aids and services are available upon request to individuals with disabilities • To request this document in alternative format or for further information about this policy, contact the UI Tax Office at 602-771-6606; TTY/TDD Services: 7-1-1 • Disponible en español en línea o en la oficina local.

POU-003 (8-19)

24. Arizona Workers' Compensation Law. Policy number and insurance company are noted in both English and Spanish sections. (Revised March 2009)

- Standard Specifications 107.01
- Title 23, Chapter 6, Arizona Revised Statutes

<https://www.azica.gov/posters-employers-must-display>

☐ YES

☐ NO

☐ NA

TO BE POSTED BY EMPLOYER

POLICY NUMBER _____

NOTICE TO EMPLOYEES

RE: ARIZONA WORKERS' COMPENSATION LAW

All employees are hereby notified that this employer has complied with the provisions of the Arizona Workers' Compensation Law (Title 23, Chapter 6, Arizona Revised Statutes) as amended, and all the rules and regulations of The Industrial Commission of Arizona made in pursuance thereof, and has secured the payment of compensation to employees by insuring the payment of such compensation with: _____

All employees are hereby further notified that in the event they do not specifically reject the provisions of the said compulsory law, they are deemed by the laws of Arizona to have accepted the provisions of said law and to have elected to accept compensation under the terms thereof; and that under the terms thereof employees have the right to reject the same by written notice thereof prior to any injury sustained, and that the blanks and forms for such notice are available to all employees at the office of this employer.

★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★

PARA SER COLOCADO POR EL PATRON

NUMERO DE POLIZA _____

AVISO A LOS EMPLEADOS

RE: LEY DE COMPENSACION PARA LOS TRABAJADORES DE ARIZONA

A todos los empleados se les notifica por este medio que este patron ha cumplido con las provisiones de la Ley de Compensacion para los Trabajadores de Arizona (Titulo 23, Capitulo 6, Estatutos Enmendados de Arizona) tal como han sido enmendados, y con todas las regias y ordenanzas de La Comision Industrial de Arizona hechas en cumplimiento de esta, y ha asegurado el pago de compensacion a los empleados garantizando el pago de dicha compensacion por medio de:

Ademas, a todos los empleados se les notifica por este medio que en caso de que especificadamente ellos no rechazen las disposiciones de dicha ley obligatoria, se les considerara bajo las leyes de Arizona de haber aceptado las provisiones de dicha ley y de haber escogido aceptar la compensacion bajo estos terminos; tambien bajo estos terminos los empleados tienen el derecho de rechazar la misma por medio de una notificacion por escrito antes de que sufran alguna lesion, todos los formularios o formas en blanco para tal notificacion por escrito estaran disponibles para todos los empleados en la oficina de este patron.

★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★

KEEP POSTED IN A CONSPICUOUS PLACE.

COLOQUESE EN LUGAR VISIBLE.

25. Constructive Discharge Notice. (Revised 2013)

- Standard Specifications
- 107.01 ARS § 23-1502

<https://www.azleg.gov/ars/23/01502.htm>

☐ YES

☐ NO

☐ NA

- - - Notification of A.R.S. §23-1502 - - -
CONSTRUCTIVE DISCHARGE

NOTICE

An employee is encouraged to communicate to the employer whenever the employee believes working conditions may become intolerable to the employee and may cause the employee to resign. Under section 23-1502, Arizona Revised Statutes, an employee may be required to notify an appropriate representative of the employer in writing that a working condition exists that the employee believes is intolerable, that will compel the employee to resign or that constitutes a constructive discharge, if the employee wants to preserve the right to bring a claim against the employer alleging that the working condition forced the employee to resign.

Under the law, an employee may be required to wait for fifteen calendar days after providing written notice before the employee may resign if the employee desires to preserve the right to bring a constructive discharge claim against the employer. An employee may be entitled to paid or unpaid leave of absence of up to fifteen calendar days while waiting for the employer to respond to the employee's written communication about the employee's working condition.

26. Arizona Minimum Wage Act. The Fair Wages and Healthy Families Act. Poster.
(Effective January 1, 2023)

Posters must be current and may change without prior notice.

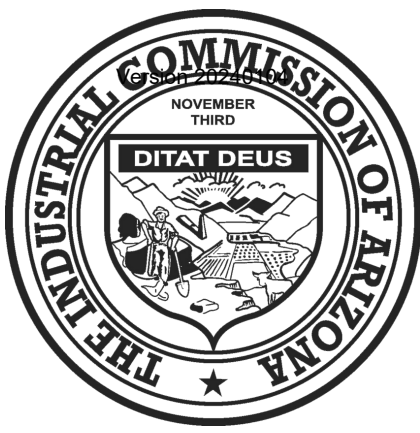
- Standard Specifications 107.01
- Title 20, Chapter 5, Article 12

<https://www.azica.gov/posters-employers-must-display>

☐ YES

☐ NO

☐ NA



THE FAIR WAGES AND HEALTHY FAMILIES ACT

Effective January 1, 2024, Arizona's Minimum Wage Is:
\$14.35 per hour

EXEMPTIONS:

The Fair Wages and Healthy Families Act (the "Act") does not apply to any person who is employed by a parent or a sibling; any person who is employed performing babysitting services in the employer's home on a casual basis; any person employed by the State of Arizona or the United States government; or any person employed in a small business that grosses less than \$500,000 in annual revenue, if that small business is exempt from having to pay a minimum wage under section 206(a) of title 29 of the United States Code.

TIPS AND GRATUITIES:

For any employee who customarily and regularly receives tips or gratuities, an employer may pay tipped employees a maximum of \$3.00 per hour less than the minimum wage if the employer can establish by its records that for each week, when adding tips received to wages paid, the employee received not less than the minimum wage for all hours worked. Certain other conditions must be met.

RETALIATION & DISCRIMINATION PROHIBITED:

Employers are prohibited from discriminating against or subjecting any person to retaliation for: (1) asserting any claim or right under the Act; (2) assisting any person in doing so; or (3) informing any person of their rights under the Act.

ENFORCEMENT:

Any person or organization may file a complaint with the Industrial Commission's Labor Department alleging that an employer has violated the Act. Certain time limits apply. A civil action may also be filed as provided in the Act. Violations of the Act may result in penalties.

INFORMATION:

For additional information regarding the Act, you may refer to the Industrial Commission's website at www.azica.gov or contact the Industrial Commission's Labor Department: 800 W. Washington, Phoenix, Arizona 85007-2022; (602) 542-4515.

**THIS POSTER MUST BE CONSPICUOUSLY DISPLAYED IN A PLACE THAT IS
ACCESSIBLE TO EMPLOYEES**

27.ADOT'S Title VI Notice to the Public poster 13-349 (English/Spanish).(Revised February 2019)

Posters must be current and may change without prior notice.

- Standard Specifications 107.01
- Title VI of the Civil Rights Act of 1964
Civil Rights Restoration Act of 1987

<https://azdot.gov/business/civil-rights/title-vi-nondiscrimination-program/title-vi-implementation>

☐ YES

☐ NO

☐ NA



ADOT'S NONDISCRIMINATION NOTICE TO THE PUBLIC

The Arizona Department of Transportation (ADOT) hereby gives public notice that it is the Agency's policy to assure full compliance with Title VI of the Civil Rights Act of 1964, Title II of the Americans with Disabilities Act of 1990 (ADA), and other related authorities in all of its programs and activities.

ADOT's Title VI and ADA Programs require that no person shall, on the grounds of race, color, national origin, or disability, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity.

Any person, who believes his/her Title VI or ADA rights have been violated, may file a complaint. Any such complaint must be in writing and filed with the ADOT Civil Rights Office within one hundred eighty (180) days following the date of the alleged discriminatory occurrence. For additional information about ADOT's Civil Rights programs and the procedures to file a complaint contact ADOT Civil Rights Office via the information listed below:

AVISO PÚBLICO DE LA LEY DE NO-DISCRIMINACIÓN DE ADOT

El Departamento de Transporte del Estado de Arizona (ADOT) informa al público que esta agencia tiene como regla asegurar el cumplimiento total del Título VI de la Ley de los Derechos Civiles de 1964, del Título II de la Ley de ciudadanos Americanos con Discapacidades de 1990 (ADA) y otras normas relacionadas con todos sus programas y actividades.

Los programas del Título VI y ADA de ADOT exigen que a ninguna persona se le excluya de participar, se le nieguen beneficios o de ninguna otra manera sea sujeta a discriminación en ningún programa o actividad de ADOT por motivo de raza, color, país de origen, o discapacidad.

Cualquier persona que crea que se han violado sus derechos bajo el Título VI o el ADA, puede presentar una queja. Esta queja debe presentarse por escrito a la Oficina de Derechos Civiles de ADOT dentro de ciento ochenta (180) días a partir de la fecha en que se alega que ocurrió la discriminación. Para recibir más información sobre los programas de Derechos Civiles de ADOT y los procedimientos para presentar una queja, por favor póngase en contacto con la Oficina de Derechos Civiles de ADOT a través la información que aparece abajo:

KRYSTAL SMITH

ADA/TITLE VI
NONDISCRIMINATION
PROGRAM COORDINATOR
KSMITH2@AZDOT.GOV

ADOT Civil Rights Office

206 S. 17th Avenue, Mail Drop 155-A
Phoenix, AZ 85007
602.712.8946
602.239.6257 FAX
azdot.gov
CivilRightsOffice@azdot.gov

28. Quantlist Minimum Frequency is being followed, once every six months.

- Construction Bulletin 07-01

<http://www.azdot.gov/business/engineering-and-construction/construction/quantlists>

☐ YES

☐ NO

☐ NA