

Project Engineer's EEO/Project Site Bulletin Board Inspection Form (Updated 6-22-2017)		
Date of Inspection:		
Project Number:		
County:		
Operations Engineer or Program Manager:		
Contractor/Subcontractor:		
Yes/No	Questions / Descriptions of Posters	Is it Required?
	Has the Prime Contractor erected a bulletin board on the construction site for posting notices required by the Federal and State Laws?	Yes
	Was the bulleting board located in a conspicuous place and be available at all times to the employees and applicants for employment?	Yes
	Is the bulleting board constructed to be weatherproof to shelter the posters as much as possible?	Yes
Yes/No	Federal Posters:	Is it Required?
	<a href="#">1. Equal Employment Opportunity is THE LAW-Form OFCCP-1420</a>	Yes
	<a href="#">1A. "EEO is the Law" Poster Supplement</a>	Yes
	<a href="#">2. Notice – Federal Aid Projects – Fraud Notice, required by 18 CFR 1020 &amp; 23 CFR 635.119.FHWA Form 1022</a>	Yes
	<a href="#">3. Employment Rights Under the Davis-Bacon Act-WH 1321</a>	Yes
	<a href="#">4. Job Safety and Health It's the law! OSHA 3165-12-06R, OSH Act</a>	Yes
	<a href="#">5. Employee Rights Under The Fair Labor Standards Act-Publication WH 1088</a>	Yes
	<a href="#">6. Employee Rights and Responsibilities Under The Family Medical Leave Act, Form WHD Publication 1420</a>	Yes
	<a href="#">7. Notice Employee Polygraph Protection Act, WH Publication 1462</a>	Yes
	<a href="#">8. Employee Rights For Workers With Disabilities Paid At Special Minimum Wages, WH 1284 (Required when Certified)</a>	Yes
	<a href="#">9. Employee Rights On Government Contracts, WHD Publication 1313</a>	Yes
	<a href="#">10. Notice Military Family Leave, Public Law 110-181</a>	Yes
	<a href="#">11. Your Rights Under USERRA, (38 U.S.C. 4301-4335 &amp; 20 CFR Part 1002.18-1002.21)</a>	Yes
	<a href="#">12. Process Safety Management Depends on You! (Recommended, not required-OSHA 3316-01-2009-Guidance)</a>	Recommended
	<a href="#">13. Teen Workers-You Have a Right to a Safe Workplace (Recommended, not required)</a>	Recommended
	<a href="#">14. Do Not Enter an Unprotected Trench. OSHA 3215-04N-05 (Recommended, not required)</a>	Recommended
	<a href="#">15. Union Members: Know Your Rights (Union Contractors Only)</a>	Yes (Union Shops)
	<a href="#">16. Emergency Phone Numbers, 29 CFR 1926.50(f) (SEE ITD-2540 FORM)</a>	Yes
	<a href="#">17. Employee Rights under the National Labor Relations Act</a>	Recommended
	<a href="#">18. Water.Rest.Shade.Stopping for Water (OSHA Form 3435-04N-2011)</a>	Recommended
	<a href="#">19. Fall Prevention Poster: (OSHA Form 3531 04-2012)</a>	Recommended
	<a href="#">20. Pay Transparency Nondiscrimination Provision</a>	Yes
Yes/No	State Posters:	Is it Required?
	Federal Poster Nos. 4, 6, 7, 10, 11, 12, 13, 14, 16, 18, and 19, and all State and Contractor Posters are required on State-funded projects.	
	<a href="#">1. Idaho Law Prohibits Discrimination, Title VI Act of 1964 (Required by Idaho Code)</a>	Yes
	<a href="#">2. Notice to All Employees Unemployment Insurance Benefits (Idaho Industrial Commission)</a>	Yes
	<a href="#">3. Idaho Minimum Wage Law, Section 44-1502, Idaho Code</a>	Yes
	<a href="#">4. Notice Regarding Workers Compensation Insurance (Idaho Law 72-312-)</a>	Yes
Yes/No	Contractor Posters: (See The Construction Site Bulletin Board Explanation in CA Manual 107.01 & 108.04)	Is it Required?
	<a href="#">1. Contractor's EEO Policy Statement (41 CFR 60-741.44)</a>	Yes
	The statement that it is company policy not to discriminate against any applicant for employment, or any employee because of religion, race, color, sex, age disability, or national origin. It must reflect the attitude of the executive officer towards the subject matter.	
	That the company will take Affirmative Action to insure that the Policy is implemented.	
	A statement that all applicants and employees will continue to be compensated, trained, advanced, demoted, terminated, hired, and transferred solely on the basis of the individual's merit.	
	That the company will take Affirmative Action to insure that the policy is implemented, and the contractor must ensure that applicants and employees with disabilities are informed of the contents of the policy statement, and be willing to make reasonable accommodations for mental or physical limitations.	
	A statement pertaining to a working environment free of harassment, intimidation, threats, discrimination, because they have filed a complaint, or assisted in an investigation, compliance evaluation, hearing, or other activity related to Section 503 of the Rehabilitation Act, or any other related activity.	
	A notice encouraging employees to refer minority and female applicants for employment	
	The statement that it is company policy that all job-sites and facilities, including company activities are non-segregated, except that separate or single-user toilet and necessary changing facilities shall be provided to assure privacy between the sexes.	
	The Policy must be reviewed and dated for the current year	
	The Policy must provide for an audit and a reporting system	
	Are employee facilities provided on a non-nonsegregated basis?	
	Can the Company provide examples of how it disseminate the EEO Policy Statement externally and internally?	
	<a href="#">2. Letter Appointing The Company's EEO Officer for the Project, (41 C.F.R 60-741.44)</a>	Yes
	Does the letter include the name, address, and telephone number of their EEO Officer; The document must be printed on company letterhead. The company's President must sign the document. it must be updated every year. Is it current?	
	<a href="#">3. Are the Davis Bacon Wage Rates from the contract posted on or near the Bulletin Board? (Federal projects only)</a>	Yes
<b>Reference Location for Job Site Poster Links</b>		
<a href="http://www.fhwa.dot.gov/programadmin/contracts/poster.cfm">http://www.fhwa.dot.gov/programadmin/contracts/poster.cfm</a>		
<a href="http://www.dol.gov/oasam/programs/osdbu/sbrefa/poster/matrix.htm">http://www.dol.gov/oasam/programs/osdbu/sbrefa/poster/matrix.htm</a>		
<a href="http://www.osha.gov/pls/publications/publication.athruz?pType=Types&amp;pID=5">http://www.osha.gov/pls/publications/publication.athruz?pType=Types&amp;pID=5</a>		
<a href="https://labor.idaho.gov/publications/requiredposters.pdf">https://labor.idaho.gov/publications/requiredposters.pdf</a>		
<a href="http://www.iic.idaho.gov/posters/posters.html#other">http://www.iic.idaho.gov/posters/posters.html#other</a>		
<b>Comments:</b>		