



ODOT's Office of Civil Rights' newsletter, *Equity Line*, brings to you the newest content relevant to your business and business needs. Whether you work in transportation-related fields, construction, or just drive Oregon's roads and have an interest in what ODOT is doing for the Oregon economy, OCR's Equity Line is a newsletter you will want to read.

If you want to receive copies of the OCREL at no charge, delivered straight to your inbox, please click the subscribe box below or send an email request to ocrprograms@odot.state.or.us to make sure you are on the list for future issues.

COVID-19 INFORMATION & RESOURCES

The COVID-19 outbreak has created uncertainty for Oregonians and Oregon businesses. The Office of Civil Rights wants businesses to know that we are here for them in this difficult time and there are resources available to provide assistance to businesses that are impacted by the unprecedented outbreak.

- ODOT contracting bidding and awarding services are still available during this time.
- Existing ODOT A&E and construction contracts are continuing to move forward as scheduled. If issues come up, these will be handled on a case-by-case basis with the project's contract administrator.
- ODOT Statewide Transportation Improvement Program (STIP) projects will continue in accordance with the respective project's contract along with the guidance provided by Governor Brown's Executive Order 20-12.

Business Oregon Financial Programs

Business Oregon is the state's economic development agency and operates several direct loan and loan guarantee programs for small businesses:

Entrepreneurial Development Loan Fund

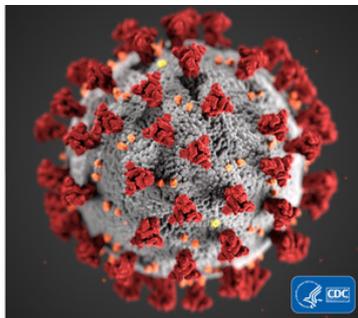
The Entrepreneurial Development Loan Fund (EDLF) provides direct loans to help start-ups, micro-enterprises and small businesses expand or become established in Oregon. This fund fills a niche not provided through traditional lending markets. [More information is available here.](#)

For more on Business Oregon's Financial Assistance programs and other state and federal resources and financial assistance programs that are available, visit their [Small Business Navigator here.](#)



COVID-19: Guidance for Small Businesses

sba.gov/coronavirus



SBA Economic Injury Disaster Loans

EIDL

Small Businesses in Entire Pacific Northwest Region are Eligible for SBA Economic Injury Disaster Loans (EIDL)

Businesses in the entire Pacific Northwest Region - all counties in **Washington, Oregon, Idaho** and **Alaska** -- are eligible to submit an application for an SBA Economic Injury Disaster Loan (EIDL).

[Apply Now](#)

The SBA also provides additional financing, exporting and advising resources to support business impacted by COVID-19.

[Find COVID-19 Resources](#)

Get Updates from the SBA About COVID-19 Support

- Visit <http://www.sba.gov/coronavirus> for guidance and resources

EIDLs offer up to **\$2 million** in assistance and can provide vital economic support to small businesses to help overcome the temporary loss of revenue.

These loans may be used to pay fixed debts, payroll, accounts payable and other bills that can't be paid because of the disaster's impact. The interest rate is 3.75% for small businesses with long-term repayments to keep payments affordable, up to a maximum of 30 years. Terms are determined on a case-by-case basis, based upon each borrower's ability to repay.

[More About EIDL](#)

How to Apply for an SBA Disaster Loan



- Check <http://www.sba.gov/disaster> for updates specific to SBA Economic Injury Disaster Loans
- Follow us on Twitter at [@SBAgov](https://twitter.com/SBAgov) or [@SBAPacificNW](https://twitter.com/SBAPacificNW)
- [Subscribe](#) to email updates
- [Contact](#) your local SBA office

The SBA Disaster Loan process is simple, but requires preparation. Learn what is required to complete an online application.

[Get Loan Guidance](#)

OUTREACH & SPONSORSHIPS RECAPS

BESThq’s Virtual Business Expo West Recap



On June 25th, ODOT participated in **BESThq’s virtual Business Expo West trade show**.

The event featured 50 breakout rooms in which a wide variety of exhibitors were able to connect with participants and discuss business resources, spend time networking, and engage with one another.

Participants were able to connect one on one with the agencies, businesses, and other exhibitors and share the various challenges and successes they have experienced during this difficult time.

ODOT SPONSORED EVENTS & TRAINING

Online Construction Contract Civil Rights and Labor Compliance Training

Access the training on your schedule.

Who should participate?

Prime and sub-contractors, consultants and ODOT personnel that interact with or are interested in learning more about the programs listed below are welcome to join any of these events.

Brush up on your contract compliance skills.

All sessions will provide insight into both ODOT/FHWA Civil Rights Programs, ODOT/BOLI Labor Compliance Programs, TERO, OJT/Apprenticeships, DocExpress and more.

Whether you’re interested in more information about daily record keeping, monthly reporting, or anything from notice to proceed to final note - we will talk about what needs to be done, and more importantly, why these steps are necessary.

Register via iLearn

You must create an iLearn account to access this training. Select [iLearn Support](#) from the homepage if you need assistance creating an account.

This training has been divided into modules. Take each module one at a time, or all at once. It's up to you. Train when and how you like. Simply sign into iLearn when you are ready to start learning and select any module to begin.

If you have any questions or need assistance, contact us at OCRInfoRequest@odot.state.or.us

SMALL BUSINESS SPOTLIGHT: Table Rock Mechanical, LLC



Company: Table Rock Mechanical, LLC

Owner(s): Joe Tavares & Mark Fisher

Industry: Mechanical Piping Contractors

Phone: (541) 295-5263

Email: tablerockmechanical@gmail.com

Certifications: ESB

Website: www.tablerockmechanical.com



Table Rock Mechanical Finds Purpose in Mentorship

Joe Tavares and Mark Fisher, co-owners of Table Rock Mechanical, LLC, strive to run a business where their employees can grow in the trades and gain skills to further their careers and their lives. The health and happiness of their employees is central to how they run their business. For Joe, Table Rock Mechanical wouldn't have been possible without mentorship from others and so he tries to pay that forward every day with his employees, and in the rest of his life.

Table Rock Mechanical specializes in **high purity tube bending, orbital welding for tubes, and industrial piping**. In any given week Joe can go from installing high purity gas piping to installing piping outside in a muddy ditch. *"That's the beauty of being a small business owner,"* he says. The camaraderie he gets to have with his employees is what brings him joy in his work.

With their employees, Joe and Mark have worked on the **Portland Building Reconstruction Project** with **Howard S. Wright**, the **Coos Bay Hospital** as a sub-contractor with **Total Mechanical**, and they've also been able to get their foot in the door working on the **new science building at Oregon State**. None of these projects would have been possible without Table Rock Mechanical's ESB certification. *"ODOT people are the ones who have helped me. Christie Meacham has been my go-to person as I navigate these certifications. I've been bugging her for the last five years,"* says Joe who is currently working on the DBE certification for Table Rock Mechanical.

Starting from Scratch and Going Slow and Steady

As is true of many small business owners, Joe and Mark started Table Rock Mechanical from scratch. Both members of the **UA Local 290 union**, Joe and Mark were on a job as journeymen plumbers one day and had the opportunity to step up and join a future job as owners of their own company. *"We were two guys standing there saying, we can do this on our own and let's give it a shot,"* recollects Joe. Joe and Mark turned out to be good business partners because they balance each other out. More comfortable with risk taking, Joe is often looking for new opportunities and finding ways to expand the business while Mark tends to be more cautious and wants to put all the pieces in place before growing.

Starting the business from the ground up was a big risk and Mark and Joe needed each other's support. Joe remembers, *"We were given an opportunity that couldn't be passed up. If we can start off small and easy and real slow, we can do it. And here we are talking on the phone about it, which is pretty cool."* Joe urges others thinking of starting their own business to find good mentors and to not outspend their company. With the balance of Joe looking for new opportunities, and Mark thinking carefully and doing due diligence, Table Rock Mechanical has been able to avoid incurring debt. *"We can go out and bid on whatever we want but we want to avoid big loans. We never outbid what our company can provide. We're now slowly starting to spread out because we've budgeted in order to avoid loans. The key is going slow and steady,"* advises Joe.

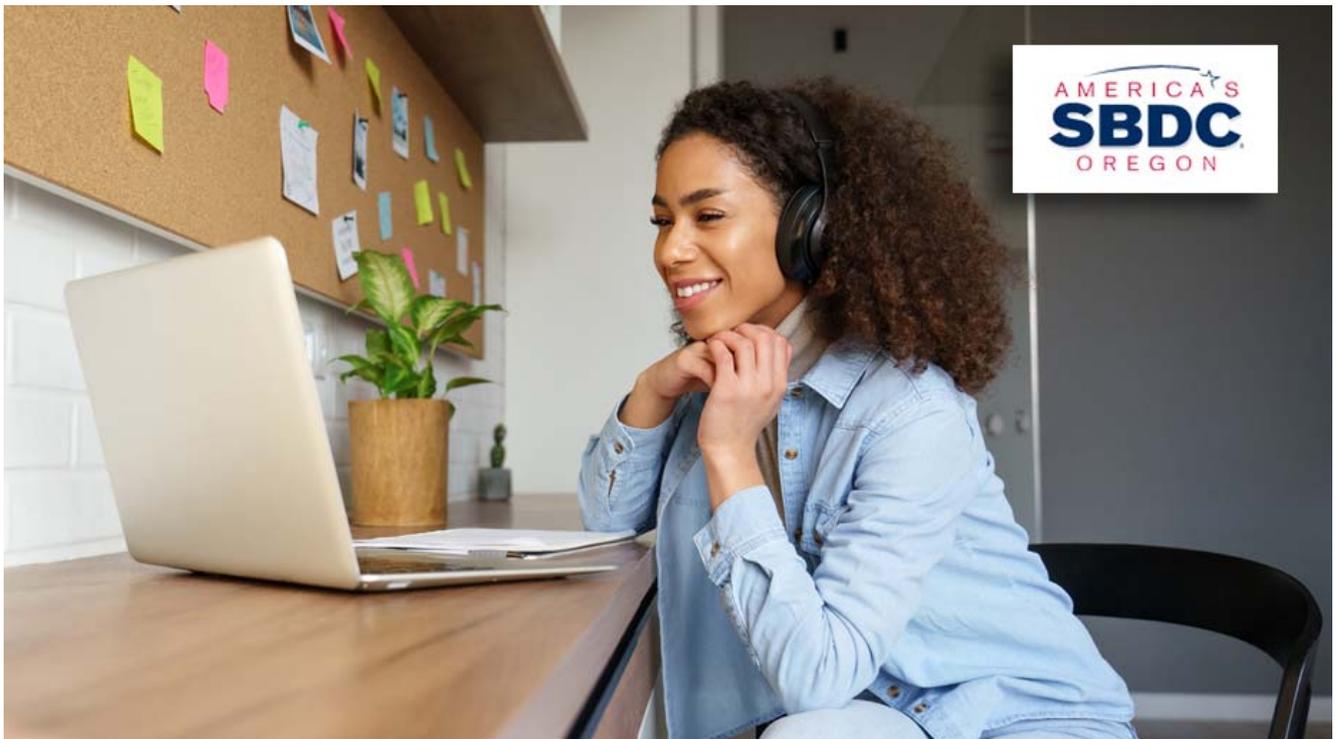
A Sense of Pride

For Joe, being a member of the UA 290 has made all the difference in his life and through Table Rock Mechanical he wants others to see the kind of career you can have by working through a local union. *"You can use those skills around the world. If you can put piping in, you have the skills to pipe anywhere where there's potable water and someone needs to dispose of their waste,"* he said.

Joe shared that he learned a lot about how to run his own business by watching how other small business owners who have been at it for a long time do it. Like those other small business owners, Joe is not in it for the money but for the sense of pride.

"I'm not chasing millions, I'm chasing memories. When I die I want people to be able to say, 'He was a good man and he worked hard.' That's what I care about."

Joe lives this every day by taking the time to get to know each and every employee on his team. He does his best to provide mentorship, the kind of mentorship he received at UA 290, to his employees and others in UA 290. When reflecting on the importance of mentorship in his life he quoted the Jimmy Dean song Drinking from my Saucer saying, "I'm drinking from my saucer because my cup is so full."



Opportunities for Business Development

If you are a certified DBE or ESB business owner, read on! Are you interested in taking classes related to Accessing Capital or learning other small business practices to develop your business? You can also earn **CCB continuing education credits**.

As we adjust to the new situations the COVID-19 outbreak has presented, the Chemeketa Small Business Development Center has migrated their business development courses to **virtual/online platforms**. Businesses from all around the state are able to attend their online sessions, as physical location is no longer a barrier to participation with the online platform.

Please email ocrprograms@odot.state.or.us to learn about the options and scholarships available to you.

Chemeketa Small Business Development Center

“Providing the tools and environment for business owners to make great decisions”

Ready, Set, Start Your Business (\$49 fee is waived)

Are you ready to start your business? The information presented can help you eliminate mistakes before they happen. This fast-paced class is the perfect first step!

Location: Virtual via Zoom | **Cost:** \$0

- Friday, August 21, 12 pm - 2 pm

PARTNER NEWS



30 Years of the ADA: Transportation Access for All

July 26 marks 30 years since President George H. W. Bush signed the Americans with Disabilities Act into law. The ADA has helped increase access and opportunity for people with disabilities across the United States.

Accessible transportation systems are a critical component of the ADA. ODOT's implementation of the Americans with Disabilities Act involves staff in multiple technical units and regional offices, including here in the Office of Civil Rights. This collaborative approach reflects our ONE ODOT philosophy and our commitment to equity, access and inclusion.

Check out the [latest video](#) on how ODOT is building system access across Oregon and how including persons with disabilities in ODOT processes is a key to success. More ODOT ADA videos are in development—stay tuned! We'll announce videos, ADA technical trainings, and more in future issues of Equity Line.

Please follow ODOT on [YouTube](#), [LinkedIn](#) and [Facebook](#) for future news updates about ODOT's ADA programs. You can also visit our [Accessibility at ODOT webpage](#) for additional information on ODOT's ADA program.

CERTIFIED FIRMS



Welcome Newly COBID Certified Firms!

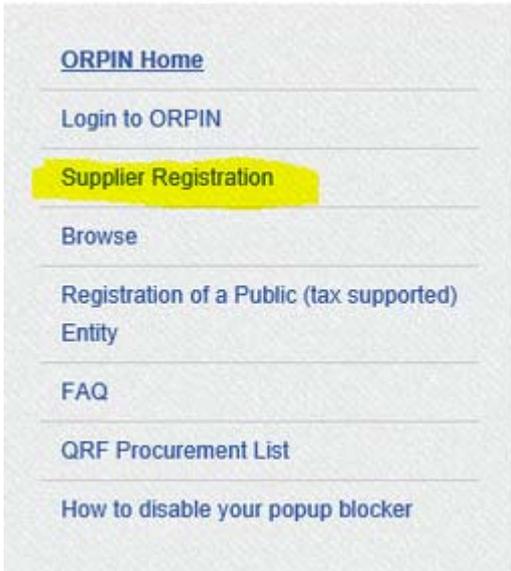
Firms certified 6/1/2020 – 6/30/2020

This data is provided to ODOT's Office of Civil Rights by COBID.

Search by business name and/or vendor ID in COBID's certified vendor directory to obtain additional details and contact information for any of the newly certified firms. The COBID certified vendor directory is available [here](#).

[Click to see newly certified COBID firms](#)

BID OPPORTUNITIES



ODOT's open bidding opportunities are listed through ORPIN or EBids.

To get registered to bid through ORPIN, go to <http://orpin.oregon.gov/open.dll/> from the main page, click on Supplier Registration and follow the prompts.

Once you are registered, you can browse by Organization to pull up all of ODOT's listings. Check back every few days for new opportunities to bid on. It's that easy!

[Get Registered for EBids](#)

OregonBuys is a new web-based eProcurement system that will automate the state's eProcurement process and will soon

replace ORPIN. ODOT is still using ORPIN for the time being, but registration is open for OregonBuys. In preparation for the change from ORPIN to OregonBuys, you can register for the OregonBuys system here: <https://oregonbuys.gov/bsol/>

Current Bids on ORPIN

BID: 730-34472-20 **Closing Date:** 08/25/2020 3:00 PM
Title: 1-5: MP 137.76 NB Landslide Mitigation

BID: 730-34485-20 **Closing Date:** 08/26/2020 2:00 PM
Title: Wa Na Pa Street Improvements Phase 2

BID: 730-34467-20 **Closing Date:** 08/26/2020 3:00 PM
Title: ODOT District 4 Sanding Rock

BID: 730-34476-20 **Closing Date:** 08/26/2020 3:00 PM
Title: OR 238: Applegate Bridge Timber Replacement

BID: 730-34468-20 **Closing Date:** 08/27/2020 2:00 PM
Title: Ashland SB Weigh In Motion Upgrades

BID: 730-34257-20 **Closing Date:** 09/09/2020 3:30 PM
Title: On-Call Services for Rehabilitation of Load Deficient Bridges

BID: 730000-DMV **Closing Date:** 12/31/2022 11:59 PM
Title: Trip Permit Agent Agreement

BID: 730-33638CTS-20 **Closing Date:** 12/24/2020 4:00 PM
Title: ODOT Class 7 and 8 Truck Body Repairs - Ongoing Request for Apps

BID: 730-25905ONGOING-14 **Closing Date:** 12/31/2023 5:00 PM
Title: Hot Mixed ASphalt Concrete and Tack Coats

BID: 730-SCP091A-15 **Closing Date:** 4/11/2025 4:00 PM
Title: Request for Qualified Firms: ODOT Small Contracting Program

BID: 730-SP1116-19 **Closing Date:** 05/31/2029 2:00 PM
Title: Employer Based CDL Testing for Transit Providers

OCR PROGRAMS

Disadvantaged Business Enterprise (DBE)

In order to be part of the Disadvantaged Business Enterprise program, your firm must be certified as a Disadvantaged Business Enterprise. Disadvantaged Business Enterprises include small businesses that are at least 51% owned by Minorities (Blacks, Hispanics, Native Americans, Asian-Pacific Americans, Subcontinent Asian Americans, and Women) Other individuals on a case-by-case basis.

[Learn More](#)

Emerging Small Business (ESB)

The Emerging Small Business Program creates contract opportunities for Oregon's small businesses. The program also helps remove some of the barriers which prevent small businesses from contracting with ODOT. The ESB program objectives are to:

- Ensure ODOT is following Oregon laws and requirements.
- Assist and encourage other state and local agencies to have Emerging Small Business programs.
- Ensure that opportunities are available statewide to a diverse pool of businesses.
- Ensure that Emerging Small Businesses can compete fairly for ODOT funded projects.
- Ensure that only eligible firms can participate in the Emerging Small Business program.
- Help develop firms so that they can compete outside of the Emerging Small Business program.

[Learn More](#)

Title VI

ODOT complies with Title VI of the Civil Rights Act and other federal nondiscrimination statutes which prohibit discrimination based on race, color, national origin, age, disability or gender in ODOT's programs, activities, services, operations, delivery of benefits or opportunities to participate.

In an effort to provide equitable access, ODOT provides accessibility aids, translation and interpretation services for public ODOT events and vital documents upon request. The public can get these services by providing reasonable advanced notice, at no charge to the individual.

[Request a Program List](#)

Intermodal Civil Rights

The Intermodal Civil Rights Program makes sure that public transportation and passenger rail programs comply with civil rights laws and executive orders that prevent discrimination in programs that receive federal money. The Intermodal Civil Rights Program works with other programs in the Office of Civil Rights to keep ODOT following civil rights laws and policies. Learn about our program objectives.

[Learn More](#)

Equal Employment Opportunity Contractor Compliance

The Oregon Department of Transportation is committed to equal opportunity in hiring and awarding contracts. ODOT promotes equal opportunity within its own workforce and with the workforce of contracted employers who provide services for the agency.

[Find Out More](#)

Workforce Development

ODOT is training future highway workers that will fill vacancies in the construction industry. By partnering with local nonprofits and Pre-Apprenticeship Programs, we're poised to meet today current demands. Get a list of programs ready to work with you.

[Get the List](#)



OCR's Equity Line E-Newsletter

[Sign Up](#)

ODOT Mission Statement | We provide a safe and reliable multimodal transportation system that connects people and helps Oregon's communities and economy thrive.

ODOT is an Equal Employment Opportunity and Affirmative Action Employer. The content in this email is available by alternate means. Please contact our office at (503) 986-4350, or call statewide relay at 711 or via email at OCRINFOREQUEST@odot.state.or.us for assistance.



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