

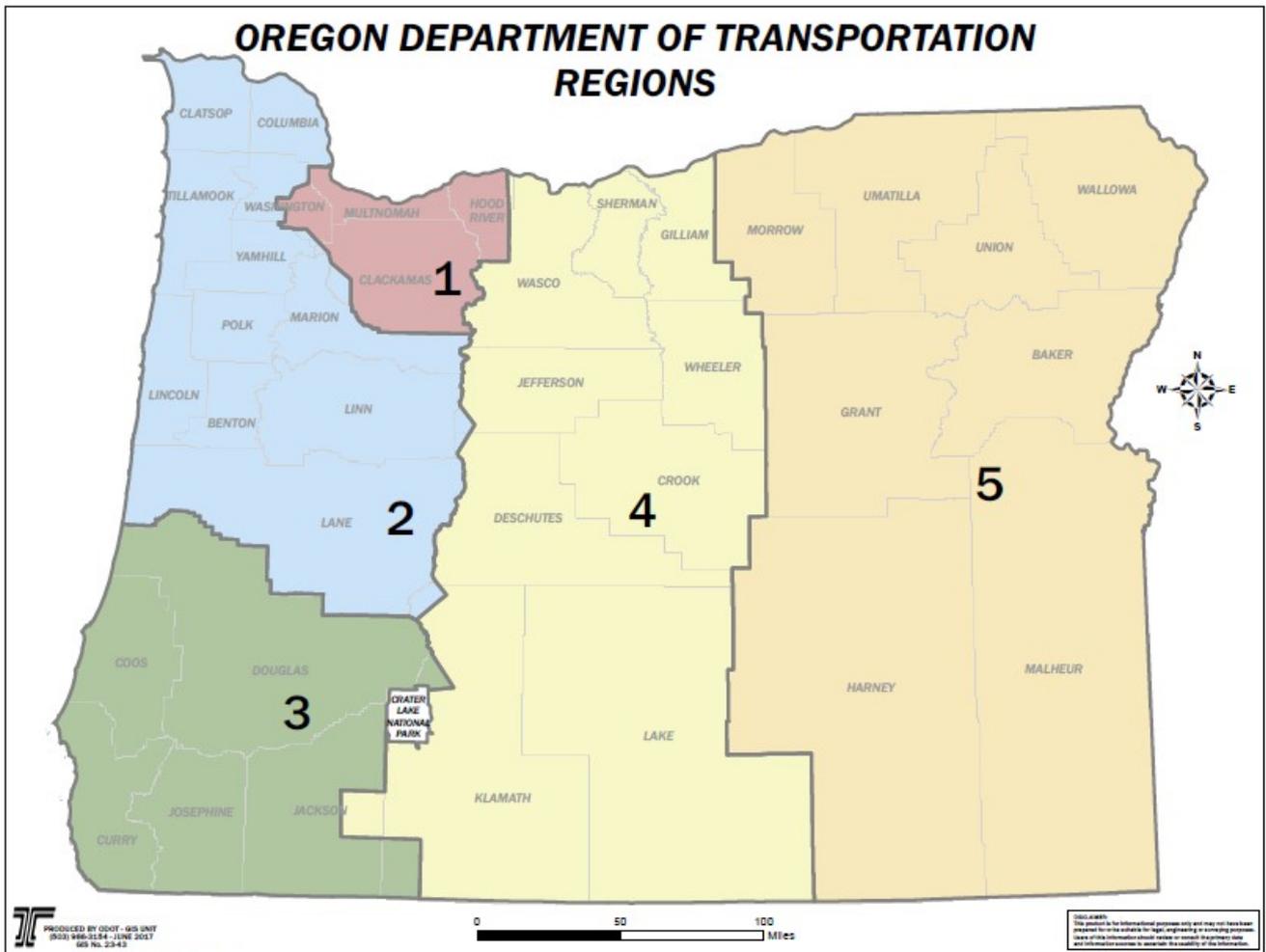


ODOT's Office of Civil Rights' newsletter, *Equity Line*, brings to you the newest content relevant to your business and business needs. Whether you work in transportation-related fields, construction, or just drive Oregon's roads and have an interest in what ODOT is doing for the Oregon economy, OCR's 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](mailto:ocrprograms@odot.state.or.us) to make sure you are on the list for future issues.

## Emergency Work Bidding Opportunities

## Wildfire Response and Recovery/COVID-19 Information and Resources



ODOT (and other agencies) are letting their Emergency Fire Clean Up & Fire Repair Bidding Opportunities with very quick turn-arounds. Watch for these opportunities in [ORPIN](#).

**REGION 1**

**Oregon 224 - Riverside Fire**

- Guardrail
- Pavement Damage
- Culverts
- IT features – solar powered flashers for rock fall area. To be determined.

**REGION 2**

**OR22E MP 13 - 62**

- Culvert Repair
- Guardrail Repair
- Pavement Repair
- Slope Repair
- Hazard Tree Removal

**OR126E MP 10 - 55**

- Culvert Repair
- Guardrail Repair
- Slope Repair
- Hazard Tree Removal

**REGION 3**

**District 7- OR138E, Archie Creek Fire**

- Ditch Cleanup
- Erosion Control
- Signs

- Paving
- Traffic Control

#### **District 8- OR138E, Archie Creek Fire**

- Ditch Cleanup
- Erosion Control
- Signs
- Paving
- Traffic Control

#### **District 8- OR138E, Thielsen Fire**

- Ditch Cleanup
- Tree Cleanup
- Signs
- Traffic Control

For more information on ODOT's wildfire response and recovery efforts, visit <https://www.oregon.gov/odot/Pages/Wildfire.aspx>

## **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:

#### **Oregon Business Development Fund**

The Oregon Business Development Fund (OBDF) is a revolving loan fund that provides term fixed-rate financing for land, buildings, equipment, machinery and permanent working capital. Participants must create or retain jobs and must typically be a traded-sector business in manufacturing, processing or distribution. The program gives preference to projects located in rural and distressed areas and to small businesses with fewer than 100 employees. » More information is available [here](#).

#### **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.](#)

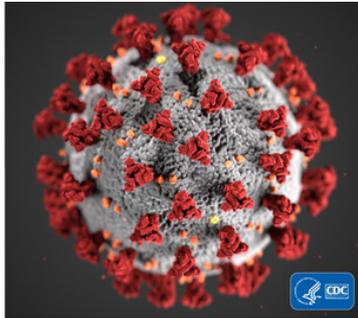
For more on Business Oregon's Financial Assistance programs and other state and federal resources and financial assistance programs that are available, visit their [Small Business Navigator here](#).



U.S. Small Business Administration

### COVID-19: Guidance for Small Businesses

[sba.gov/coronavirus](http://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](#)

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



### Get Updates from the SBA About COVID-19 Support

- Visit <http://www.sba.gov/coronavirus> for guidance and resources
- Check <http://www.sba.gov/disaster> for updates specific to SBA Economic Injury Disaster Loans
- Follow us on Twitter at [@SBAgov](#) or [@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

# 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.

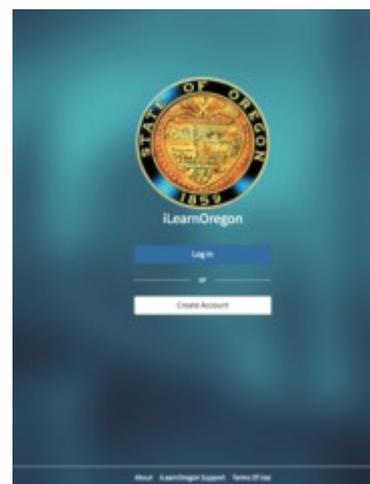
Whether you're interested in more information about daily record keeping, monthly reporting, or anything from notice to proceed to final note - we will talk about what needs to be done, and more importantly, why these steps are necessary.

**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](mailto:OCRInfoRequest@odot.state.or.us)



## ODOT SPONSORED EVENTS & TRAINING

# Entrepreneurship Youth Academy "Building Tomorrow's Leaders"



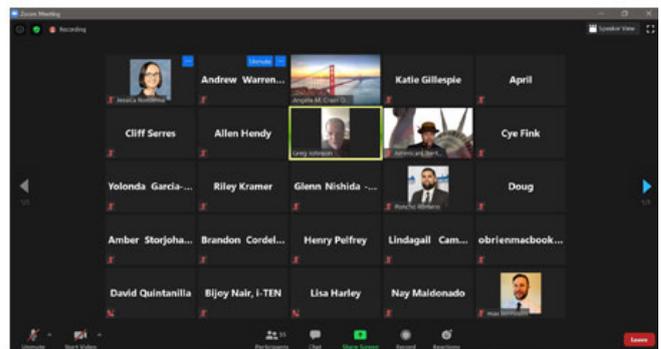
**On August 13<sup>th</sup>, ODOT sponsored and participated in OAME’s annual Youth Entrepreneurship Conference.**

Due to the ongoing COVID-19 outbreak, this year’s Youth Conference was held virtually over Zoom. Twenty students from around the state were put into teams to develop a business proposal and present their plan to a panel of judges for a chance to win cash prizes.

While the format changes were unprecedented, the event was very well received by the students who participated.

## Doing Business with ODOT

**On October 14<sup>th</sup>, ODOT hosted a full day virtual workshop that covered “Doing Business with ODOT” in the Portland area.**



ODOT personnel presented in sessions that provided an overview of ODOT’s Procurement Office (price agreements, procurement documentation and submittal process, direct/intermediate/formal contract processes, risk management considerations for ODOT projects, bid and award information, and personal service contracts), ODOT’s construction project cycle, Region 1 and the Urban Mobility Office’s current and upcoming project highlights and opportunities, Small and Disadvantaged Business Opportunities with ODOT’s Office of Civil Rights, and Understanding COBID certifications with COBID staff.

More than 80 participants joined the workshop. ODOT plans on implementing additional workshops that will apply to the other areas of the state. A recording of the workshop and PDF copies of all presentations are available [HERE](#).

## SMALL BUSINESS SPOTLIGHT: Dirt and Aggregate Interchange



**Company:** Dirt and Aggregate Interchange

**Owner:** Henry Pelfrey

**Industry:** Highway Construction

**Phone:** (503) 661-5093

**Email:** [contractor@dirtagg.com](mailto:contractor@dirtagg.com)

**Certifications:** DBE

## Henry Pelfrey of Dirt & Aggregate Interchange Offers Life Lessons

Henry Pelfrey of Dirt and Aggregate Interchange, Inc., located in Fairview, Oregon, recently celebrated his 76th birthday. The business he founded 36 years ago has grown from four people whose first jobs included patching trenches by hand to 25 people specializing in highway construction and guard rail. These days the jobs are much bigger, and they get things done with excavators and pavers rather than by hand. Henry reports that he's still a "low tech" kind of guy and prefers to use his slide rule. "Everyone looks at me like I'm crazy, but I know how to work it," he laughs. Throughout his time spent in the construction industry, he's seen a lot and has many lessons to offer.

Dirt & Aggregate Interchange just wrapped up working as a subcontractor on the I-84 Graham Road Bridges project near Troutdale. His team did all the excavation and grading for the road, the storm pipes, the storm retention ponds, and the detour work. He also had the chance to serve as the prime contractor on the I-205 cable barrier and guard rail project, where he and his team installed the median and the guard rail on the shoulders of the highway from I-5 all the way up to the Columbia River.

### **The Secret to Everything – "Do the job right the first time"**

Henry has been around a long time and initially got his start in the construction industry by working for ODOT. When he graduated from Oregon Tech in 1966, his first job as a civil engineer was for ODOT. As an inspector, he got to watch how contractors either succeeded or failed and learned from what he saw so that he could eventually start his own business. He shares, "*[The work] has to be to specification. Some contractors do their work so smoothly, and it's because they know what they're doing. So, you learn by watching. Write down all the notes you can and remember how they did it.*"

Henry took this lesson with him when he later started his own business and found a secret to success. He says, "The secret to everything is, you gotta do the job right the first time. You gotta do a good job and on time because then you'll get repeat service, and repeat service is what keeps you in business." The way to do the job right is to be picky about what contracts you go for and stick with what you know. "*You want to make a good profit or not do the job at all. The more familiar you are with the type of work you're going to do, the more you'll make a good profit. Best to do what you know. Or learn as quickly as you can!*" he laughs. For those thinking about starting their own business, Henry suggests working for someone else first so that you can learn on their dollar and take what you learn into starting your own business.

Henry spent some time talking about the risks of owning your own business, especially as a minority. Over the years, he's found that small minority-owned companies more often get taken advantage of. He said

that you have to watch out for the people who will add something to a project that wasn't in the original bid and expect you to do it at no extra cost. In his experience, this *"happens more to small minority businesses, so you've got to be careful about what jobs you pick and who you work for. Some folks will take advantage of you, and some won't. You'll find out quickly who are the helpers and who's going to screw you."*

### **Do What You Love and Enjoy Life**

Henry loves his work, and he loves his company and his employees. He identifies having good people as a huge part of why his company has been successful all these years. Many of his employees have been with him for 20 or 25 years, and he works hard to take care of them. When asked what this looks like, he shared, *"You know that old saying, 'the more money you make, the more taxes you pay'? Well, why not take that money and give it to your people? They're the ones making you the money."* He shared that it can be hard to find good people, so when you find them, you've got to find a way to keep them and help them feel that they're an important part of the company.

When asked about his age and whether or not he plans on retiring, Henry said that he tried quitting a while ago and went crazy with the boredom of it. His best advice for staying active and engaged in your work is to do what you love, *"Do what you enjoy doing and enjoy life. If you don't enjoy life, don't do it. Don't take a job that you hate doing. Being Hawaiian, that's our nature."*

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***"Do what you enjoy doing and enjoy life. If you don't enjoy life, don't do it. Don't take a job that you hate doing. Being Hawaiian, that's our nature."***

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## **BUSINESS DEVELOPMENT**



### **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](mailto:ocrprograms@odot.state.or.us) to learn about the options and scholarships available to you.

## Chemeketa Small Business Development Center

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

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### **Ready, Set, Start Your Business**

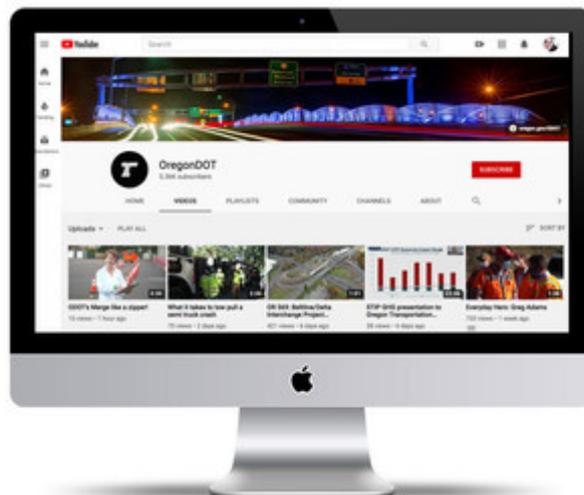
**When:** Friday, December 18, 2:00 PM to 4:00 PM

**Topic:** Start-up Assistance

**Online:** Online Facilitated by Chemeketa Community College SBDC

**Fee:** \$ 49.00 | [Register Here](#)

## ADA Program

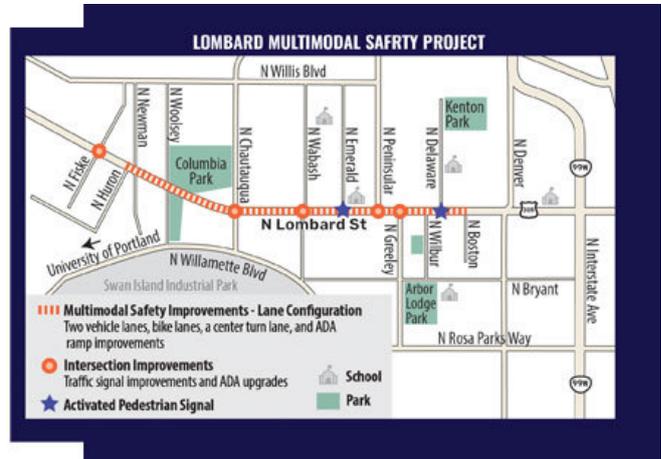


## Have you tuned into ODOT’s YouTube channel?

Informative videos about ODOT projects are regularly uploaded there. This video, filmed in Salem, describes how ODOT is committed to maintaining safe and accessible sidewalks on the state highway system so that everyone can enjoy independent travel in their communities. The Traffic Roadway Section’s Sidewalk Accessibility Inventory project collects data for evaluating sidewalk conditions and identifying barriers.

PARTNER NEWS

*Congratulations!*



## Congratulations to Corpac Construction Co.!

In October, Corpac Construction was awarded a \$7.69 million ODOT contract as the DBE prime contractor. The project, the [Lombard Multimodal Safety Project](#), will improve safety for drivers, bicyclists, pedestrians, transit users, and mobility devices (such as wheelchairs) along US30 BY/Lombard, which is currently ranked as the 11th highest crash corridor in the City of Portland based on the frequency of both fatal and serious, near-fatal crashes for all types of road users. The project includes adding a median with turning lane, bike lanes, ADA curb ramps, and updated pedestrian crossings.

Corpac Construction, a certified DBE/MBE/WBE firm, was awarded the contract on October 29, 2020. Trisha Cauthorn, the president of Corpac Construction, stated "*We are really looking forward to this project and want it to be a great one for ODOT!*"

Congratulations, Corpac Construction!

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## ODOT A&E and Related Services Consultant Billing Rates

**Want to learn more about establishing billing rates with ODOT?**

Check out the [Consultant Billing Rate resources](#) under the drop down labeled *Cost, Billing Rate & Compensation Related Forms*.

Reach out to our [ODOT Billing Rate Team](#) anytime!

Soon to come: ODOT Billing Rate Team will be rolling out more [resources](#) and training on many topics, including: how to establish and update your billing rates, how to track and calculate direct and indirect costs, federal regulations, cost accounting guidance, and more!

## CERTIFIED FIRMS



## Welcome Newly COBID Certified Firms!

*Firms certified 8/1/2020 – 10/30/2020*

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](#).

[View newly certified COBID firms](#)

## BID OPPORTUNITIES

[ORPIN Home](#)

[Login to ORPIN](#)

[Supplier Registration](#)

[Browse](#)

[Registration of a Public \(tax supported\)  
Entity](#)

[FAQ](#)

[QRF Procurement List](#)

[How to disable your popup blocker](#)

## 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

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**BID:** 730-34574-20 **Closing Date:** 11/13/2020 2:00 PM  
**Title:** ESB R1-Garrett Bldg.Comm.Rm1 HVAC Replacement

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**BID:** 730-34568-20 **Closing Date:** 11/16/2020 2:00 PM  
**Title:** Toll Program Analysis

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**BID:** 730-34549-20 **Closing Date:** 11/17/2020 1:00 PM  
**Title:** Deer Guards

---

**BID:** 730-34306-20 **Closing Date:** 11/17/2020 2:00 PM  
**Title:** Guardrail Parts, Impact Attenuators and Cable Barrier Systems

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**BID:** 730-34575-20 **Closing Date:** 11/17/2020 2:00 PM  
**Title:** ESB Hayden Island POE Floor Replacement and Asbestos Abatement

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**BID:** 730-34551-20 **Closing Date:** 11/18/2020 2:00 PM  
**Title:** Self Propelled Mid-Mounted Broom Price Agreement

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**BID:** 730-34570-20 **Closing Date:** 11/20/2020 11:00 AM  
**Title:** Advance Purchase of Traffic Signal and Light Poles

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**BID:** 730-34577-20 **Closing Date:** 11/24/2020 2:00 PM  
**Title:** Office Addition & Remodel Hunter Creek Maintenance Station

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**BID:** 730-34585-20 **Closing Date:** 11/30/2020 2:00 PM  
**Title:** ODOT District 11 HQ Office Entry Roof Project

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**BID:** 730-34473-20 **Closing Date:** 12/01/2020 2:00 PM  
**Title:** General Toll Consultant

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**BID:** 730-34302-20 **Closing Date:** 12/01/2020 3:00 PM  
**Title:** ODOT Statewide Traffic Markings and Removal Services

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**BID:** 730-34542-20 **Closing Date:** 12/01/2020 3:00 PM  
**Title:** 19,500 GVW Turnkey/Work Ready Aerial Bucket Truck

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**BID:** 730-34581-20 **Closing Date:** 12/01/2020 3:00 PM  
**Title:** ESB R1 Garrett Bldg Tree Pruning and Sidewalk Grinding

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**BID:** 730-34493-20 **Closing Date:** 12/02/2020 3:30 PM  
**Title:** Columbia Bottomlands, Full Delivery Mitigation/Conservation Bank

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**BID:** 730-34507-20 **Closing Date:** 01/06/2021 2:00 PM  
**Title:**50K GVW Dump Truck with Winter Operations Equipment

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**BID:**730-B34817-17 **Closing Date:** 12/31/2022 11:59 PM  
**Title:** Trip Permit Agent Agreement

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**BID:** 730-33638CTS-20 **Closing Date:** 12/31/2020 4:00 PM  
**Title:** ODOT Class 7 and 8 Truck Body Repairs - Ongoing Request for Apps

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

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

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**BID:** 730-15801-20 **Closing Date:** 07/15/2025 5:00 PM  
**Title:** RFQ for Right of Way Appraisal Services

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

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## 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](#)

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### Emerging Small Business (ESB)

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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](#)

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## 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](#)

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## 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](#)

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## 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](#)

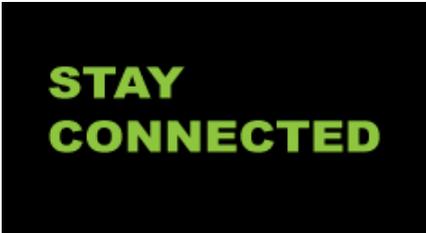
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## Workforce Development

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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](mailto:OCRINFOREQUEST@odot.state.or.us) for assistance.



**Oregon Department of Transportation**  
Office of Civil Rights - MS 23  
3930 Fairview Industrial Dr SE, Salem, OR 97302  
Phone: 503-986-4350  
[OCRINFOREQUEST@odot.state.or.us](mailto:OCRINFOREQUEST@odot.state.or.us)  
[www.oregon.gov/ODOT/Business/OCR](http://www.oregon.gov/ODOT/Business/OCR)

### Manage Account

[Edit Preferences](#) | [Contact Us](#) | [Help](#)



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